



## **State of Kansas**

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### **2010 Workforce Report**

#### **Department of Administration Division of Personnel Services**

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## Introduction

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The Department of Administration, Division of Personnel Services presents its ninth annual State of Kansas Workforce Report. This report presents facts and statistics about the state government workforce for Fiscal Year 2010. It supplies information from both statewide and agency perspectives, providing useful fact-based data for human resource planning and decision-making.

The information presented in this report was gathered from SHARP (Statewide Human Resource and Payroll System), the Kansas Department of Labor and the U.S. Census Bureau.

The Division of Personnel Services welcomes your comments and questions regarding this report. Please call Jan Cavalieri at (785) 296-4743 or email at [jan.cavalieri@da.ks.gov](mailto:jan.cavalieri@da.ks.gov) if you have comments or questions.

**State of Kansas**  
**Fiscal Year 2010**  
**Section 1: Workforce Highlights**

**Profile of Classified and Unclassified Employees**

	<b>Classified</b>	<b>Unclassified</b>
<b>Number of Employees</b>	<b>19,892</b>	<b>15,918</b>
<b>Average Age</b>	<b>47</b>	<b>47</b>
<b>Average Length of Service</b>	<b>14</b>	<b>12</b>
<b>Average Annual Salary</b>	<b>\$38,049</b>	<b>\$61,830</b>
<b>Percent Ethnic Minorities</b>	<b>13%</b>	<b>13%</b>

**Source:** SHARP (June 2010); Excludes legislators, temporary, and student employees. Includes Regent employees.

**General Kansas Statistics Compared to Other U.S. States**

Kansas Population 2,694,641  
**Source:** U.S. Census Bureau (July 2002)

**Rank out of 50 States**

Population 32<sup>nd</sup>  
**Number of State Employees (per 10,000 population)** 29<sup>th</sup>  
**Average Annual State Workers' Salary** 30<sup>th</sup>

**Source:** U.S. Census Bureau (July 2002)

**Comments:** The rank of State Employees per 10,000 Population and Average Annual State Workers' Salary rank were derived from the most recent information from the U.S. Bureau of the Census. The Bureau includes data not only from the Central records of a government's finance or payroll office, but also those of independent educational institutions, semi-autonomous boards, special authorities, and may include city and county governments.

# Kansas Government Functions

## General Government

### Agency Number and Name

028 Accountancy, Board of  
173 Administration, Department of  
082 Attorney General  
094 Bank Commissioner, Office of the State  
100 Barbering, Board of  
102 Behavioral Sciences Regulatory Board  
122 Citizens' Utility Ratepayer Board  
300 Commerce & Housing, Department of  
143 Corporation Commission, Kansas  
149 Cosmetology, Board of  
159 Credit Unions, Department of  
167 Dental Board, Kansas  
247 Ethics Commission, Kansas Gov  
252 Governor, Office of the  
105 Healing Arts, Board of  
270 Health Care Stabilization Fund Bd of Gov  
058 Human Rights Commission, Kansas  
328 Indigents Defense Services Board  
331 Insurance Department  
677 Judicial Branch  
349 Judicial Council  
365 Kansas Public Employees Ret Sys  
360 Kansas, Inc.  
422 Legislative Coordinating Council  
540 Legislative Division of Post Audit  
425 Legislative Research Department  
428 Legislature  
446 Lieutenant Governor, Office of the  
450 Lottery, Kansas  
204 Mortuary Arts, Board of  
482 Nursing, Board of  
488 Optometry, Board of Examiners  
531 Pharmacy, Board of  
  
553 Racing & Gaming Commission, Kansas  
543 Real Estate Appraisal Board  
549 Real Estate Commission, Kansas  
565 Revenue, Department of  
579 Revisor of Statutes  
622 Secretary of State  
625 Securities Commissioner, Office of the  
562 Tax Appeals, Board of  
663 Technical Professions, Board of  
371 Technology Enterprise Corp, Kansas  
670 Treasurer, State  
700 Veterinary Examiners, Board of

## Public Safety

### Agency Number and Name

034 Adjutant General  
355 Atchison Juvenile Correctional Facility  
325 Beloit Juvenile Correctional Facility  
521 Corrections, Department of  
195 El Dorado Correctinoal Facility  
177 Ellsworth Correctional Facility  
206 Emergency Medical Services Board  
234 Fire Marshal  
280 Highway Patrol  
313 Hutchinson Correctional Facility  
083 Investigation, Kansas Bureau of  
353 Juvenile Correctional Complex  
350 Juvenile Justice Authority  
400 Lansing Correctional Facility  
408 Larned Correctional Mental Health Facility  
412 Larned Juvenile Correctional Facility  
581 Norton Correctional Facility  
147 Ombudsman for Corrections  
523 Parole Board, Kansas  
529 Peace Officers, Stds and Trng  
626 Sentencing Commission, Kansas  
660 Topeka Correctional Facility  
319 Topeka Juvenile Correctional Facility  
712 Winfield Correctional Facility

## Education

### Agency Number and Name

359 Arts Commission, Kansas  
604 Blind, School for the  
610 Deaf, School for the  
652 Education, Department of  
379 Emporia State University  
  
246 Fort Hays State University  
288 Historical Society, State  
367 Kansas State University  
434 Library, State  
385 Pittsburg State University  
561 Regents, Board of  
682 University of Kansas  
683 University of Kansas Medical Center  
715 Wichita State University

## Transportation

### Agency Number and Name

276 Transportation, Kansas Department of

## Agriculture & Natural Resources

### Agency Number and Name

046	Agriculture, Department of
055	Animal Health Department
634	Conservation Commission, State
373	Fair, Kansas State
264	Health and Environment - Environment
709	Water Office, Kansas
710	Wildlife and Parks, Department of

## Human Services

### Agency Number and Name

039	Aging, Department on
261	Guardianship Program, Kansas
264	Health and Environment, Department of Health
171	Health Policy Authority
296	Labor, Department of
410	Larned State Hospital
363	Neurological Institute, Kansas
494	Osawatomie State Hospital
507	Parsons State Hospital and Training Center
555	Rainbow Mental Health Facility
629	Social and Rehabilitation Services, Dept of
694	Veterans' Affairs, Commission on

**Agriculture and Natural Resources:** agencies that promote protect and restore natural resources in Kansas. This includes agricultural product regulation and inspection, inspection of livestock facilities and monitoring the status of the environment; maintenance of state parks, state fishing lakes, and wildlife areas; conservation and management of soil and water resources; environmental protection, commodity inspections, and public health maintenance through control of animal infectious diseases.

**Education:** agencies that support primary, secondary, and higher education.

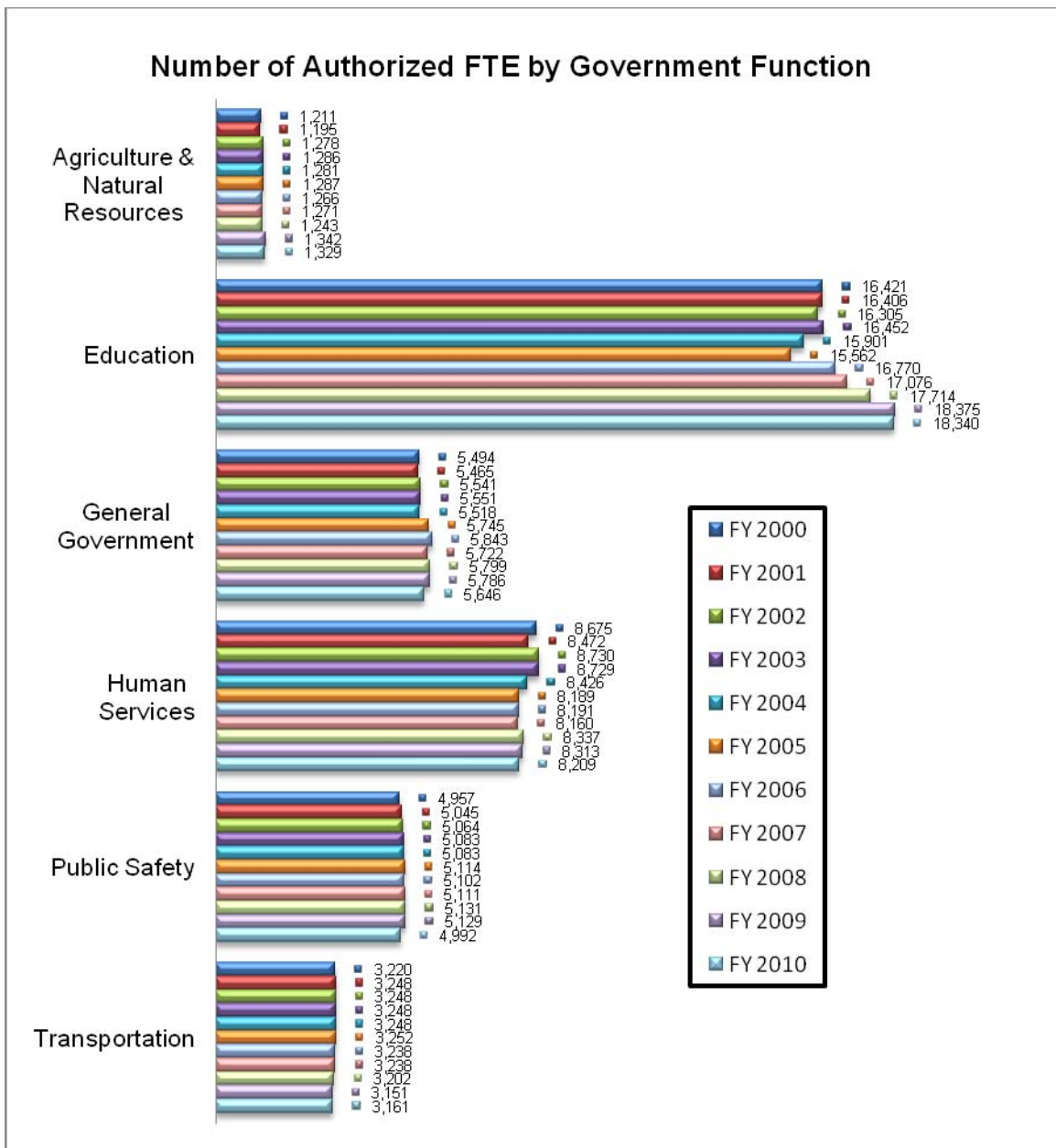
**General Government:** agencies that provide overall policy guidance to state government, perform administrative services to all state agencies, collect and distribute state revenues, and carry out regulatory functions.

**Human Services:** agencies that provide a wide range of services to Kansans, including job training and placement, payment of unemployment insurance benefits, veterans' counseling and care; preventive health services and social services to elderly and disadvantaged citizens.

**Public Safety:** agencies that preserve the security and safety of Kansas citizens.

**Transportation:** the Kansas Department of Transportation provides maintenance and improvement of the 10,000-mile state highway system.

**Source:** Fiscal Year 2010 Budget Comparison Report, Schedule 7.



**Source:** Fiscal Year 2010 Budget Comparison Report, (Schedule 7).



**Number of Positions by Agency**  
Full Time Equivalent (FTE) Positions

Agency Name	FY 00-10											+/-
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	
Accountancy, Board of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Adjutant General	215.0	215.0	215.0	215.0	215.0	215.0	215.0	219.0	219.0	219.0	219.0	4.0
Administration, Dept of	885.4	874.4	879.4	882.2	888.2	808.0	936.0	759.6	760.6	760.6	760.5	-125.0
Aging, Department on	157.0	157.0	157.0	157.1	221.0	213.0	208.0	208.0	209.0	214.0	214.0	57.0
Agriculture, Dept of	312.5	303.2	303.5	300.5	298.5	302.5	302.5	308.5	314.5	354.5	344.5	32.0
Animal Health Dept	30.0	30.0	31.0	31.0	31.0	33.0	33.0	33.0	33.0	33.0	33.0	3.0
Arts Commission, Kansas	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0
Atchison Juvenile Corr Fac	120.0	120.0	120.0	119.0	119.0	119.0	118.0	99.0	99.0	99.0	3.0	-117.0
Attorney General	90.0	91.0	95.5	95.0	95.0	94.5	94.5	102.0	102.0	104.0	110.0	20.0
Bank Comm, Office of the State	75.0	77.0	85.0	85.0	86.0	86.0	90.0	90.0	97.0	99.0	99.0	24.0
Barbering, Board of	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	0.0
Behavioral Sciences Reg Bd	6.8	7.8	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	1.2
Beloit Juvenile Corr Fac	104.0	104.0	104.0	104.0	103.0	100.0	94.0	87.0	87.0	87.0	87.0	-17.0
Blind, School for the	92.5	92.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	93.5	1.0
Citizens' Utility Ratepayer Bd	3.0	4.0	0.0	5.0	5.0	5.0	6.0	3.0	6.0	6.0	6.0	3.0
Commerce, Department of	133.0	136.0	149.0	148.0	108.5	390.1	389.1	423.1	424.0	418.7	314.8	181.8
Conservation Commission, State	13.5	13.5	14.5	15.5	15.5	14.0	14.0	13.0	14.0	14.0	14.0	0.5
Consumer Credit Commissioner	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Corporation Commission, Ks	209.0	209.0	210.0	210.0	210.0	212.0	214.0	214.0	214.0	214.0	214.0	5.0
Corrections, Dept of	313.0	321.0	319.0	319.0	322.0	322.5	302.2	308.7	320.7	324.7	325.7	12.7
Cosmetology, Board of	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	0.0
Credit Unions, Dept of	12.0	12.0	13.0	13.0	13.0	13.0	13.0	13.0	12.0	12.0	12.0	0.0
Deaf, School for the	174.5	173.5	173.5	173.5	173.5	173.5	173.5	173.5	173.5	173.5	173.5	-1.0
Dental Board, Kansas	2.0	2.0	2.5	2.5	2.5	3.0	3.0	3.0	3.0	3.0	3.0	1.0
Education, Dept of	199.5	201.5	190.5	208.0	208.3	210.8	211.8	211.8	216.2	213.3	213.3	13.8
El Dorado Corr Fac	386.0	453.0	468.5	466.5	466.5	466.5	466.0	465.0	465.0	462.0	446.0	60.0
Ellsworth Corr Fac	184.5	182.5	223.0	223.0	223.0	223.0	223.0	223.0	223.0	219.0	219.0	34.5
Emergency Med Svcs Bd	13.0	13.0	13.0	13.0	13.0	13.0	14.0	14.0	14.0	14.0	14.0	1.0
Emporia State University	764.3	763.3	758.1	775.1	742.3	754.1	792.6	793.6	802.4	822.6	830.1	65.8
Ethics Comm, Kansas Gov	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	0.0
Fair, Kansas State	21.0	22.0	22.0	22.0	23.0	23.0	23.0	24.0	23.0	24.0	24.0	3.0
Fire Marshal	44.0	44.0	46.0	46.0	46.0	51.0	51.0	51.0	52.0	53.0	53.0	9.0
Fort Hays State University	710.6	710.6	722.6	723.6	705.6	701.3	719.6	745.9	738.0	737.5	769.8	59.2
Governor, Office of the	29.0	30.0	30.0	29.0	34.0	38.0	39.0	39.0	40.7	37.8	37.9	8.9
Guardianship Program, Kansas	13.0	13.0	13.0	13.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	-1.0
Healing Arts, Board of	29.0	29.0	29.0	29.0	29.0	29.0	32.0	32.0	39.0	39.0	45.0	16.0
Health & Env, Dept of Env	410.0	410.0	478.0	488.0	484.0	485.0	464.0	462.3	424.2	475.6	473.9	63.9
Health & Env, Dept of Health	433.5	431.5	523.0	513.0	404.5	404.0	415.0	416.7	465.3	407.9	369.2	-64.4
Heath Care Stab Fund Bd of Gov	16.0	16.0	16.0	16.0	16.0	16.0	16.0	17.0	17.0	17.0	17.0	1.0
Health Policy Authority	0.0	0.0	0.0	0.0	0.0	0.0	6.0	171.2	225.8	263.9	272.7	272.7
Hearing Instruments, Bd of Examiners	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.0	0.4	0.5	0.1
Highway Patrol	808.8	823.8	823.8	823.8	823.8	823.8	826.1	859.0	859.0	859.0	859.0	50.2
Historical Society, State	137.5	136.5	136.5	136.5	136.5	136.5	134.0	134.0	134.0	134.0	134.0	-3.5
Human Rights Commission	36.0	36.0	37.0	37.0	36.0	36.0	40.0	34.0	34.0	34.0	34.0	-2.0
Hutchinson Corr Fac	509.0	510.0	512.0	512.0	513.0	513.0	513.0	515.0	515.0	512.0	512.0	3.0
Indigents Defense Svcs, Bd of	165.0	161.0	164.0	165.5	165.0	173.0	174.0	187.0	193.0	193.0	195.0	30.0
Insurance Dept	164.5	157.0	157.0	157.0	157.0	146.7	146.0	143.0	143.0	143.0	138.4	-26.1
Investigation, Kansas Bureau of	203.0	200.0	200.0	200.0	200.0	200.0	207.0	220.0	220.0	220.0	221.0	18.0
Judicial Council	4.0	4.0	4.0	4.0	4.0	4.0	4.0	7.0	7.0	7.0	7.0	3.0
Judicial Branch	1813.5	1814.5	1815.5	1816.0	1816.3	1834.8	1830.3	1834.3	1846.3	1858.3	1858.3	44.8
Juvenile Corr Complex	0.0	0.0	0.0	0.0	0.0	38.2	0.0	256.5	253.0	253.5	269.5	269.5
Juvenile Justice Authority	32.0	34.0	37.0	38.0	39.0	42.0	42.0	42.0	42.0	42.0	42.0	10.0
Kansas, Inc.	4.0	4.0	4.0	4.0	4.0	4.0	4.5	4.5	4.5	4.5	4.5	0.5
Kansas Public Emp Ret Sys	76.0	79.0	84.0	85.0	85.0	85.0	85.2	85.3	85.3	88.3	87.3	11.3
Kansas State University	4680.5	4675.5	4697.4	4890.6	4830.5	4413.0	4880.3	4955.5	4975.2	5188.6	5114.7	434.2
Labor, Department of	996.5	964.3	964.3	940.4	940.4	652.8	634.2	601.2	602.2	552.0	552.0	-444.5
Lansing Corr Fac	707.0	703.0	710.0	710.0	710.0	700.0	699.0	696.0	696.0	700.0	682.0	-25.0
Larned Corr Mental Health Fac	176.0	187.0	186.0	186.0	186.0	186.0	186.0	187.0	186.0	185.0	185.0	9.0
Larned Juvenile Corr Fac	128.0	128.0	129.0	148.0	148.0	148.0	147.0	146.0	146.0	146.0	157.0	29.0
Larned State Hospital	766.6	760.6	747.8	725.8	792.8	798.2	940.2	966.2	978.2	976.2	976.0	209.4

**Number of Positions by Agency**  
Full Time Equivalent (FTE) Positions

Agency Name												FY 00-10
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	+/-
Legislative Coord Council	13.0	13.0	13.0	13.0	13.0	12.0	12.0	12.0	12.0	11.0	15.0	2.0
Legislative Div of Post Audit	21.0	21.0	21.0	21.0	21.0	21.0	26.0	26.0	26.0	27.0	27.0	6.0
Legislative Research Dept	37.0	37.0	37.0	37.0	37.0	38.0	38.0	38.0	40.0	40.0	40.0	3.0
Legislature	32.0	33.0	36.0	33.0	33.0	33.0	34.0	35.0	35.0	37.0	37.0	5.0
Library, State	27.0	27.0	27.0	27.0	27.0	27.0	27.0	27.0	27.0	27.0	26.0	-1.0
Lieutenant Gov, Office of the	3.0	3.0	3.0	3.0	3.0	3.0	3.0	4.0	4.0	4.0	3.5	0.5
Lottery, Kansas	88.0	88.0	89.0	88.0	87.0	87.0	87.0	87.0	87.0	99.0	99.0	11.0
Mortuary Arts, Bd of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Neurological Institute, Ks	667.0	663.0	659.0	656.0	530.0	588.0	588.0	575.0	575.0	570.0	570.2	-96.8
Norton Corr Fac	266.0	259.0	266.0	266.0	266.0	266.0	265.0	265.0	265.0	264.0	232.0	-34.0
Nursing, Board of	17.0	17.0	22.0	22.0	22.0	22.0	22.0	22.0	24.0	24.0	24.0	7.0
Ombudsman for Corrections	4.0	4.0	4.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-4.0
Optometry, Bd of Examiners	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.8	-0.2
Osawatimie State Hospital	482.0	481.0	477.0	477.0	436.0	399.0	399.0	399.0	420.0	491.0	441.4	-40.6
Peace Officers, Stds and Trng	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.0	4.0	7.0	7.0
Parole Board, Kansas	4.0	4.0	4.0	4.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	-1.0
Parsons State Hosp/ Trng Cntr	516.0	516.0	515.0	514.0	424.0	467.0	467.0	467.0	497.0	497.0	497.2	-18.8
Pharmacy, Board of	6.0	6.0	6.0	6.0	7.0	7.0	7.0	7.0	10.0	8.0	8.0	2.0
Pittsburg State University	800.0	799.0	794.0	796.0	790.0	773.0	831.0	841.0	855.0	878.0	896.8	96.8
Racing & Gaming Comm, Ks	71.0	72.0	64.0	64.0	67.0	67.0	67.0	67.0	102.0	119.0	73.5	2.5
Rainbow Mental Health Fac	136.0	134.0	132.0	127.0	112.0	115.0	115.0	115.0	122.0	122.0	122.2	-13.8
Real Estate Appraisal Board	3.0	3.0	3.0	3.0	2.0	2.0	2.0	2.0	2.0	2.0	3.0	0.0
Real Estate Comm, Ks	14.0	13.0	13.0	13.0	13.0	13.0	14.0	14.0	15.0	15.0	15.0	1.0
Regents, Bd of	26.0	28.0	43.0	54.0	54.0	57.0	58.0	59.0	64.0	64.0	63.5	37.5
Revenue, Dept of	1180.0	1162.0	1196.0	1196.0	1196.0	1196.0	1146.0	1146.0	1146.0	1096.0	1096.0	-84.0
Revisor of Statutes	26.0	26.0	26.0	26.0	26.0	26.0	27.0	30.0	34.0	32.0	31.5	5.5
Secretary of State	54.0	57.0	57.0	56.0	56.0	54.0	54.0	55.0	55.0	55.0	55.0	1.0
Securities Comm, Office of the	28.0	28.0	28.0	28.0	28.0	28.0	30.0	30.0	32.0	32.0	32.1	4.1
Sentencing Commission, Ks	9.0	10.0	10.0	10.0	7.0	7.0	7.0	9.0	10.0	10.0	10.0	1.0
Social & Rehab Services, Dept	4170.0	3897.0	3986.0	4049.0	3982.0	3982.0	3848.0	3671.0	3671.0	3670.0	3669.1	-500.9
Tax Appeals, Board of	31.0	31.0	31.0	28.0	26.0	26.0	26.0	26.0	26.0	26.0	26.0	-5.0
Technical Prof, State Bd	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	5.0	-1.0
Technology Ent Corp, Ks	18.0	18.0	19.0	29.0	27.0	29.0	29.0	29.0	16.0	16.0	16.0	-2.0
Topeka Corr Fac	304.0	304.0	247.0	249.0	248.0	248.0	248.0	248.0	248.0	246.0	246.0	-58.0
Topeka Juvenile Corr Fac	226.0	226.0	226.0	226.0	394.0	228.0	274.0	0.0	0.0	0.0	0.0	-226.0
Transportation, Dept of	3220.0	3248.0	3248.0	3248.0	3248.0	3252.0	3238.0	3238.0	3202.0	3151.0	3113.5	-106.5
Treasurer, State	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	55.5	-0.5
University of Kansas	4578.0	4574.0	4485.0	4487.0	4180.0	4181.0	4640.0	4685.0	5343.0	5450.0	5515.0	937.0
University of Kansas Med Cntr	2495.0	2490.0	2449.0	2352.0	2284.0	2347.0	2445.0	2479.0	2423.0	2703.0	2604.9	109.9
Veterans Affairs, Comm on	338.0	455.0	556.0	558.0	559.0	558.0	558.0	558.0	558.0	537.0	513.0	175.0
Veterinary Examiners, Bd of	3.0	3.0	3.0	3.0	3.0	4.0	3.0	3.0	3.0	3.0	3.0	0.0
Water Office, Kansas	23.0	23.0	23.0	23.0	23.0	23.0	23.0	23.0	24.0	24.0	23.5	0.5
Wheat Commission, Ks	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-8.0
Wichita State University	1728.0	1727.0	1727.0	1727.0	1668.0	1688.0	1757.0	1807.0	1861.0	1881.0	1897.0	169.0
Wildlife & Parks, Dept of	394.0	394.0	407.0	407.0	407.0	407.0	407.0	408.0	411.0	417.0	416.5	22.5
Winfield Corr Fac	201.0	200.0	201.0	201.0	201.0	201.0	201.0	201.0	201.0	200.0	200.0	-1.0
Winfield State Hosp/Trng Cntr	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total FTE</b>	<b>39765</b>	<b>39630</b>	<b>40170</b>	<b>42352</b>	<b>41614</b>	<b>41152</b>	<b>40407</b>	<b>40515</b>	<b>42084</b>	<b>42094</b>	<b>41631</b>	<b>1866</b>

**Comments:** Positions by agency reflects the total number full-time equivalent positions authorized for each agency. Typically, agencies have more positions than employees, because there are vacancies at any given time. In some cases more than one employee may be used to fill an FTE.

**Source:** Fiscal Year 2010 Budget Comparison Report, (Schedule 7).

**Number of Classified and Unclassified Employees by Agency  
Fiscal Year 2010**

Agency Name	Number of Employees		
	Classified	Unclassified	Total
Accountancy, Board of	1	1	2
Adjutant General	40	128	168
Administration, Department of	457	21	478
Administrative Hearings, Office of	8	1	9
Aging, Department on	144	10	154
Agriculture, Department of	254	12	266
Animal Health Department	24	1	25
Arts Commission, Kansas	5	1	6
Attorney General	0	76	76
Bank Commissionaer, Office of the State	70	17	87
Barbering, Board of	1	1	2
Behavioral Sciences Regulatory Board	5	3	8
Beloit Juvenile Correctional Facility	NA	NA	NA
Blind, School for the	19	53	72
Citizen's Utility Ratepayer Board	0	5	5
Commerce, Department of	242	11	253
Conservation Commission	4	7	11
Corporation Commission	133	53	186
Corrections, Department of	269	13	282
Cosmetology, Board of	10	1	11
Credit Unions, Department of	12	1	13
Deaf, School for the	31	86	117
Dental Board	2	1	3
Education, Department of	142	25	167
El Dorado Correctional Facility	398	1	399
Ellsworth Correctional Facility	210	0	210
Emergency Medical Services	10	1	11
Emporia State University	277	433	710
Ethics commission,Kansas Gov	0	8	8
Fair, Kansas State	22	1	23
Fire Marshal	45	2	47
Fort Hays State University	286	464	750
Governor, Office of the	0	29	29
Healing Arts,State Board of	29	9	38
Health & Environment, Department of	690	11	701
Health Care Stabilization Fund, Bd of Gov	6	11	17
Health Policy Authority, Kansas	103	122	225
Highway Patrol	781	7	788
Historical Society, Kansas	91	1	92
Housing Resources Corp, Kansas	NA	NA	0
Human Rights Commission, Kansas	20	1	21
Hutchinson Correctional Facility	500	0	500
Indigents Defence Services Board	61	92	153
Insurance Department	16	95	111
Investigation, Kansas Bureau of	146	5	151
Judicial Branch	0	1736	1736
Judicial Council	0	7	7
Juvenile Correctional Complex	222	1	223
Juvenile Justice Authority	17	8	25
Kansas Inc	0	2	2
Kansas Public Employees Retirement System	66	17	83
Kansas State University	1490	2543	4033
Labor, Department of	385	29	414
Lansing Correctional Facility	656	1	657
Larned Correctional Mental Health Facility	163	1	164
Larned Juvenile Correctional Facility	111	2	113
Larned State Hospital	803	21	824
Legislative Coordinating Council	0	11	11
Legislative Research Department	0	38	38
Legislature	0	30	30

**Number of Classified and Unclassified Employees by Agency  
Fiscal Year 2010**

Agency Name	Number of Employees		
	Classified	Unclassified	Total
Library, State	19	0	19
Lieutenant Governor, Office of the	0	4	4
Lottery, The Kansas	41	37	78
Mortuary Arts, Board of	2	1	3
Neurological Institute, Kansas	421	3	424
Norton Correctional Facility	216	1	217
Nursing, Board of	18	2	20
Optometry, Board of Examiners	1	0	1
Osawatimie State Hospital	375	18	393
Parole Board, Kansas	0	3	3
Parsons State Hospital & Trng Center	438	5	443
Peace Officers, Std & Trng	0	3	3
Pharmacy, Board of	5	1	6
Pittsburg State University	292	462	754
Post Audit, Legislative Division of	0	19	19
Racing & Gaming Commission	32	14	46
Rainbow Mental Health Facility	106	5	111
Real Estate Appraisal Board	1	1	2
Real Estate Commission	8	2	10
Regents, Board of	12	41	53
Revenue, Department of	952	28	980
Revisor of Statutes	0	28	28
Secretary of State	0	46	46
Securities Commissioner, Office of the	20	10	30
Sentencing Commission, Kansas	0	6	6
Social & Rehabilitation Services, Dept of	2793	29	2822
Tax Appeals, Board of	8	10	18
Technical Professions, State Board of	3	2	5
Technology Enterprise Corp, Kansas	0	8	8
Topeka Correctional Facility	215	1	216
Transportation, Department of	2678	12	2690
Treasurer, State	10	34	44
University of Kansas	0	5002	5002
University of Kansas Medical Center	396	2710	3106
Veterans Affairs, Commission on	253	5	258
Veterinary Examiners, Board of	0	3	3
Water Office, Kansas	17	3	20
Wichita State University	531	1083	1614
Wildlife & Parks, Department of	390	8	398
Winfield Correctional Facility	162	0	162
<b>Total</b>	<b>19,892</b>	<b>15,918</b>	<b>35,810</b>

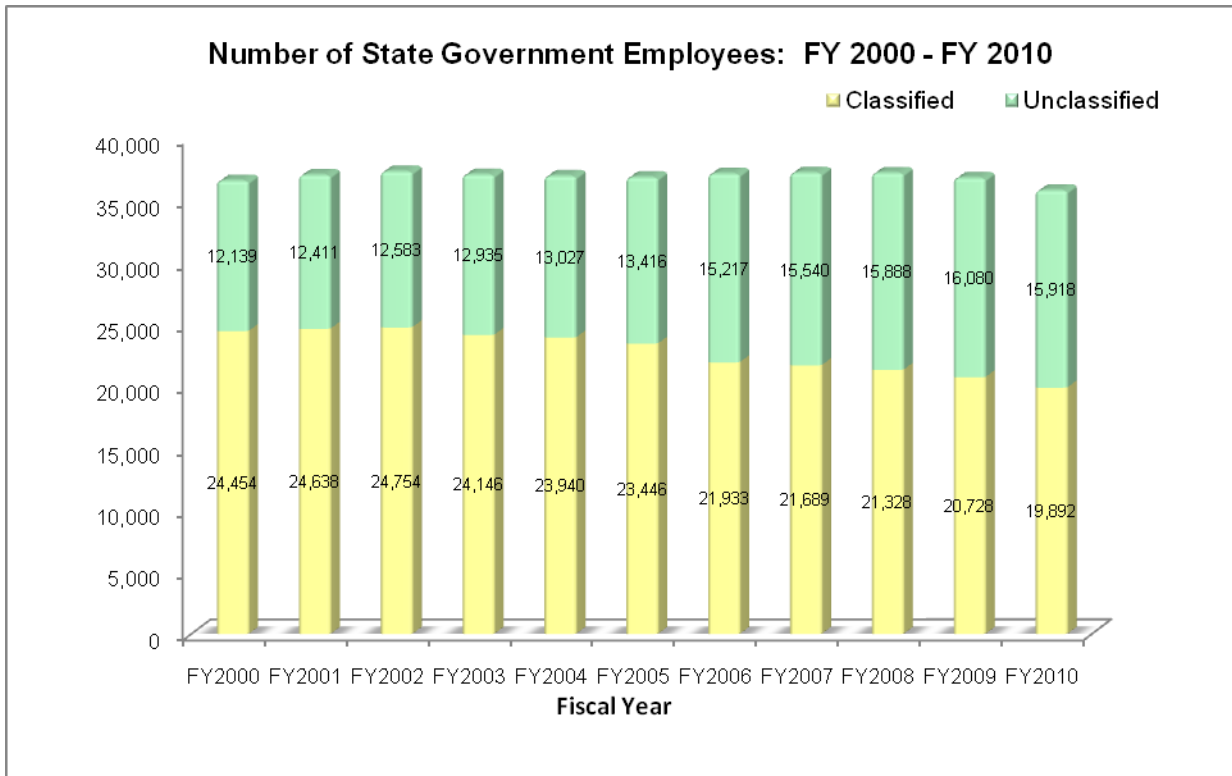
## Appointment of Classified Employees by Agency Fiscal Year 2010

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Accountancy, Board of	0	0	3	0	0
Adjutant General	1	0	0	1	0
Administration, Department of	23	3	22	0	8
Administrative Services	0	0	0	0	0
Aging, Department on	10	2	1	0	1
Agriculture, Department of	5	3	7	1	2
Animal Health Department	0	1	0	0	0
Arts Commission, Kansas	0	0	0	0	0
Atchison Juvenile Correctional Facility	0	0	0	0	0
Attorney General	0	0	0	0	0
Banking Department	4	3	13	0	4
Barbering, Board of	1	0	0	0	0
Behavioral Sciences Regulatory Bd	0	0	1	0	0
Beloit Juvenile Correctional Facility	0	0	0	0	0
Blind, School for the	0	1	1	0	0
Citizen's Utility Ratepayer Board	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	35	16	6	6	13
Conservation Commission	0	0	0	0	0
Corporation Commission	1	2	5	0	3
Corrections, Department of	8	3	5	2	5
Cosmetology, Board of	0	0	1	0	0
Credit Unions, Department of	0	1	4	0	1
Deaf, School for the	2	4	2	2	0
Dental Board	0	0	0	0	0
Development Finance, Kansas	0	0	0	0	0
Education, Department of	4	6	7	0	1
El Dorado Correctional Facility	43	18	32	5	17
Ellsworth Correctional Facility	32	4	12	6	8
Emergency Medical Services	1	0	0	0	0
Emporia State University	8	6	0	2	19
Ethics Commission, Kansas Gov	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	3	0	0	0	0
Fire Marshal	3	2	3	0	1
Fort Hays State University	8	6	4	0	3
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	2	2	1	0	1
Health & Environment, Department of	16	18	50	2	6
Health Care Stabilization Fund Bd of Gov	0	1	1	0	1
Health Policy Authority, Kansas	2	5	4	0	2
Highway Patrol	22	10	47	4	20
Historical Society, State	0	2	0	0	0
Housing Resources Corp, Kansas	0	0	0	0	0
Human Rights Commission, Kansas	0	0	0	0	0
Hutchinson Correctional Facility	90	23	45	4	31
Indigents Defense Services Board	1	0	1	0	1
Insurance Department	0	0	0	0	0
Investigation, Kansas Bureau of	0	0	10	1	7
Judicial Branch	N/A	N/A	N/A	0	0
Judicial Council	N/A	0	N/A	N/A	N/A
Juvenile Correctional Complex	56	23	7	4	19
Juvenile Justice Authority	0	0	1	0	0
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Ret Sys	2	1	4	1	3
Kansas State University	63	46	28	2	20
Labor, Department of	4	8	29	4	8

## Appointment of Classified Employees by Agency Fiscal Year 2010

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Lansing Correctional Facility	91	23	69	3	6
Larned Correctional Mental Health Fac.	52	11	24	6	1
Larned Juvenile Correctional Facility	13	13	6	2	2
Larned State Hospital	82	70	100	14	167
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	0	1	1	0	0
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, The Kansas	0	2	0	0	0
Mortuary Arts, Board	0	0	0	0	0
Neurological Institute, Kansas	4	10	60	2	108
Norton Correctional Facility	15	8	27	1	5
Nursing, Board of	1	1	1	0	0
Optometry Board of Examiners	0	1	0	0	0
Osawatomie State Hospital	33	63	35	2	8
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	6	26	20	2	5
Peace Officers, Std & Trng	0	0	0	1	0
Pharmacy, Board of	0	1	0	0	0
Pittsburg State University	4	1	5	6	5
Pooled Money Investment Board	1	0	0	0	0
Post Audit, Legislative Division	N/A	N/A	N/A	N/A	N/A
Racing & Gaming Commission, Kansas	4	5	2	1	1
Rainbow Mental Health Facility	11	14	9	6	8
Real Estate Appraisal Board	0	0	0	0	0
Real Estate Commission	0	0	0	0	0
Regents, Board of	0	0	0	0	0
Revenue, Department of	10	5	63	2	10
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	0
Securities Commissioner, Office of the	0		2	0	0
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	0
Social & Rehabilitation Services, Dept of	85	52	61	99	52
Tax Appeals, Board of	0	0	0	0	0
Technical Professions, State Board of	0	0	0	0	0
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	22	8	33	2	5
Transportation, Department of	32	15	230	28	30
Treasurer, State	0	0	0	0	0
University of Kansas	N/A	N/A	N/A	0	0
University of Kansas Medical Center	28	4	9	0	22
Veteran Affairs, Commission on	5	25	7	12	43
Veterinary Examiners, Board of	N/A	N/A	0	N/A	N/A
Water Office, Kansas	0	0	0	0	0
Wichita State University	31	19	10	0	0
Wildlife & Parks, Department of	6	9	22	1	6
Winfield Correctional Facility	20	7	24	0	8
<b>Total</b>	<b>1006</b>	<b>614</b>	<b>1177</b>	<b>237</b>	<b>697</b>

**Source:** SHARP (FY 2010); Excludes temporary, and student employees



**Comments:** The number of employees has decreased by 2% since FY2000. The number of unclassified employees has increased by 31% since FY 2000, while the number of classified employees has decreased by 19% since 2000.

**Source:** SHARP (FY 2000 - 2010); Excludes temporary and student employees

**Twenty-Five Most Populous Job Classes  
Classified Jobs - FY 2010**

<b>Rank</b>	<b>Job Title</b>	<b>Number of Employees</b>
1	Administrative Specialist	981
2	Human Services Specialist	874
3	Senior Administrative Asst	869
4	Administrative Asst	838
5	MHDD Technician	739
6	Custodial Specialist	618
7	Corrections Officer I (A)	550
8	Equipment Operator Senior	530
9	Equipment Operator	488
10	Corrections Officer I (B)	413
11	Corrections Officer II	401
12	Social Worker Specialist	381
13	Public Service Administrator I	338
14	Corrections Specialist I	295
15	Engineering Technician	263
16	Hwy Patrol Master/Tech Trooper	259
17	Human Services Assistant	253
18	Public Service Executive II	214
19	Public Service Administrator II	198
20	Program Consultant I	194
21	Registered Nurse Senior	189
22	Program Consultant II	183
23	Juvenile Corrections Officer I	170
24	Engineering Technician Senior	168
25	Administrative Officer	165

**Comments:** In FY 2010 just over one-half (51%) of the classified workforce was employed in one of the twenty-five most populous job classes. This is a decrease from FY 2007 when 54% of the classified workforce was employed in the top twenty-five most populous job classes, but the same as in FY 2008 and FY 2009

**Source:** SHARP (FY 2010); Excludes unclassified, temporary, and student employees



Twenty-Five Most Populous Agencies FY 2010				
Rank	Agency Name	Number of Employees		
		Classified	Unclassified	Total
1	University of Kansas	0	5002	5002
2	Kansas State University	1490	2543	4033
3	University of Kansas Medical Center	396	2710	3106
4	Social & Rehabilitation Services, Dept of	2793	29	2822
5	Transportation, Department of	2678	12	2690
6	Judicial Branch	0	1736	1736
7	Wichita State University	531	1083	1614
8	Revenue, Department of	952	28	980
9	Larned State Hospital	803	21	824
10	Highway Patrol	781	7	788
11	Pittsburg State University	292	462	754
12	Fort Hays State University	286	464	750
13	Emporia State University	277	433	710
14	Health & Environment, Department of	690	11	701
15	Lansing Correctional Facility	656	1	657
16	Hutchinson Correctional Facility	500	0	500
17	Administration, Department of	457	21	478
18	Parsons State Hospital and Trng Ctr	438	5	443
19	Neurological Institute, Kansas	421	3	424
20	Labor, Department of	385	29	414
21	El Dorado Correctional Facility	398	1	399
22	Wildlife and Parks, Department	390	8	398
23	Osawatomie State Hospital	375	18	393
24	Veteran Affairs, Commision on	269	13	282
25	Corrections, Department of	254	12	266
Total				31,164

**Comments:** Eighty-seven percent of employees, excluding temporary and student employees, are located in the top twenty-five most populous agencies.

**Source:** SHARP (FY 2010); Excludes temporary and student employees

State of Kansas  
**Fiscal Year 2010**  
**Section 2: Workforce Characteristics**

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- The number of employees has decreased by 2% since FY 2000. Since FY 2000, the number of unclassified employees has increased 31.1%, while the number of classified employees has decreased 18.7%.
- The number of classified employees in the 50-59 age range has increased 8% since FY 2000, while the number of employees in the 30-39 age range has decreased 7% during the same timeframe. Number of employees over age 60 has increased by 5% since FY 2000.
- In FY 2010, 70% of the classified state workforce was over 40 years of age. The number of employees in this category has increased consistently over the last decade. For the first time, in FY 2006, the number of employees between 50 and 59 years of age was greater than the number of employees between 40 and 49 years of age.
- In FY 2000, the percentage of classified employees making less than \$40,000 per year was 87%. In FY 2010 it was 66%.
- The percentage of classified employees with less than 5 yrs of service has remained essentially unchanged over the last 5 yrs. From 29% of the classified workforce in FY 2005 to 28% in FY 2010.
- As during previous fiscal years, the percentage of minorities in the classified (12.7%) and unclassified (13.3%) service is a greater percentage than in the available workforce (9.2%).

### Number of Classified Employees by Location on the Civil Service Plan

		STEPS																
		4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Total	
P A Y	008	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	
	009	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
	010	4	1	0	0	0	1	0	0	0	0	0	3	5	0	0	14	
	011	13	22	0	2	3	0	10	4	5	0	0	2	1	0	0	62	
	012	3	12	13	39	3	0	0	1	1	1	2	1	4	0	0	80	
	013	75	56	10	6	5	4	1	1	4	8	14	10	11	0	0	205	
	014	238	119	16	17	40	16	15	31	20	14	6	12	7	2	2	555	
	015	65	47	3	5	2	3	3	33	3	4	4	4	5	2	0	183	
	016	69	51	27	231	121	58	49	7	4	4	4	8	18	23	0	674	
	017	672	499	217	636	69	66	43	43	52	44	84	58	121	5	2	2,611	
G R A D E	018	159	219	133	266	230	128	83	47	45	41	52	40	70	120	0	1,633	
	019	366	326	108	252	66	102	71	86	63	66	62	49	116	32	0	1,765	
	020	83	321	288	68	119	54	77	63	120	83	68	75	62	85	6	1,572	
	021	180	195	84	41	30	53	40	36	29	24	30	28	37	10	2	819	
	022	408	480	136	168	80	171	64	79	75	59	43	54	87	30	4	1,938	
	023	68	103	66	23	20	24	25	20	18	20	14	9	11	17	0	438	
	024	286	304	93	117	81	73	77	80	55	48	61	37	55	16	1	1,384	
	025	205	230	53	61	57	65	50	36	28	24	27	13	33	1	0	883	
	026	171	146	80	35	52	31	60	89	22	28	9	15	29	13	0	780	
	027	240	260	79	78	54	69	70	53	33	33	14	14	30	2	0	1,029	
	028	39	143	87	31	39	57	46	19	21	19	10	9	19	5	0	544	
	029	169	183	74	173	76	45	62	51	43	21	19	28	34	5	2	985	
	030	56	83	35	22	25	76	27	35	23	76	43	6	8	8	0	523	
	031	61	76	32	22	19	25	20	17	5	6	8	5	10	4	0	310	
	032	56	86	24	40	50	34	25	26	14	18	20	19	23	1	0	436	
	033	66	41	36	47	39	28	26	17	8	24	13	7	16	0	0	368	
	034	11	31	16	13	5	8	20	13	11	14	14	5	14	1	0	176	
	035	4	6	9	10	8	13	10	20	8	9	12	6	9	0	0	124	
	036	4	4	1	2	0	2	5	3	1	0	3	1	3	0	0	29	
	037	4	2	2	9	5	3	10	6	6	7	3	4	5	0	0	66	
	038	0	1	2	0	0	0	1	0	0	0	1	0	0	0	0	5	
FY10	3,782	4,048	1,724	2,414	1,298	1,209	990	916	717	695	640	522	843	382	19	20,199		
FY09	3,986	4,607	2,594	1,502	1,208	1,073	1,023	842	809	652	596	521	1,032	113	21	20,579		
FY08	3,983	5,184	2,099	1,595	1,134	1,150	1,077	948	865	728	723	544	1,252	NA	NA	21,282		
FY07	2,178	6,453	2,063	1,568	1,066	1,217	1,171	1,027	782	714	808	759	1,544	NA	NA	21,350		
FY06	7,900	2,438	1,418	1,107	1,323	1,219	1,101	803	777	861	857	1,735	NA	NA	NA	21,539		
FY05	9,119	1,540	1,852	946	1,452	1,208	1,214	932	882	973	956	2,069	NA	NA	NA	23,143		
FY04	8,097	1,565	2,020	1,139	1,678	1,319	1,074	967	985	983	1,070	2,280	NA	NA	NA	23,177		
FY03	6,938	1,648	2,421	1,005	1,777	1,437	1,089	984	1,026	1,112	1,118	2,666	NA	NA	NA	23,221		
FY02	6,656	1,808	2,671	1,080	1,985	1,544	1,166	1,074	1,065	1,204	1,236	2,909	NA	NA	NA	24,398		

**Comments:** Records of some employees are not included due to data errors. There is a decrease in the number of employees in the upper steps since FY2002; this is primarily due to the lack of funding for step movement.

**Source:** SHARP (FY2002 - 2010); excludes legislators, unclassified, temporary and student employees

**Number, Salary, Age and Years of Service of Classified Employees by Agency  
Fiscal Year 2010**

<b>Agency Name</b>	<b>Number of Classified Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Accountancy, Board of	1	NR	NR	NR
Adjutant General	40	\$40,759.16	49.10	13.88
Administration, Department of	457	\$41,416.35	49.30	16.37
Administrative Hearings, Office of	8	\$52,865.80	54.25	21.54
Aging, Department on	144	\$45,452.91	52.37	13.49
Agriculture, Department of	254	\$44,325.29	47.09	13.78
Animal Health Department	24	\$41,516.80	53.77	16.85
Arts Commission, Kansas	5	\$42,798.08	40.76	09.94
Bank Commissioner, Office of the State	70	\$52,352.41	40.01	10.06
Barbering, Board of	1	NR	NR	NR
Behavioral Sciences Regulatory Board	5	\$37,964.16	49.50	06.60
Beloit Juvenile Correctional Facility	NA	NA	NA	NA
Blind, School for the	19	\$37,148.80	52.55	19.24
Commerce, Department of	242	\$42,391.09	47.47	12.76
Conservation Commission	4	NR	NR	NR
Corporation Commission	133	\$44,135.10	51.52	16.48
Corrections, Department of	269	\$41,328.13	46.91	14.14
Cosmetology, Board of	10	\$31,385.12	51.52	08.44
Credit Unions, Department of	12	\$53,818.27	50.63	13.23
Deaf, School for the	31	\$33,391.38	50.39	12.53
Dental Board	2	NR	NR	NR
Education, Department of	142	\$46,462.95	49.98	13.97
El Dorado Correctional Facility	398	\$33,305.56	42.87	08.42
Ellsworth Correctional Facility	210	\$34,435.98	44.47	09.70
Emergency Medical Services	10	\$41,616.64	49.59	11.78
Emporia State University	277	\$31,296.27	50.77	14.90
Fair, Kansas State	22	\$34,827.71	47.97	07.93
Fire Marshal	45	\$46,339.16	48.54	13.85
Fort Hays State University	286	\$31,685.31	50.41	14.47
Healing Arts, State Board of	29	\$37,833.77	44.42	10.32
Health & Environment, Department of	690	\$46,824.45	48.07	14.14
Health Care Stabilization Fund, Bd of Gov	6	\$35,217.87	47.75	12.74
Health Policy Authority, Kansas	103	\$43,979.08	49.51	15.24
Highway Patrol	781	\$48,357.30	43.37	14.07
Historical Society, State	91	\$39,151.09	51.41	16.48
Housing Resources Corp, Kansas	NA	NA	NA	NA
Human Rights Commission, Kansas	20	\$41,118.48	49.76	16.06
Hutchinson Correctional Facility	500	\$33,616.67	41.70	09.84
Indigents Defence Services Board	61	\$34,997.19	46.11	11.34
Insurance Department	16	\$33,836.40	54.33	16.97
Investigation, Kansas Bureau of	146	\$50,778.36	46.26	14.95
Juvenile Correctional Complex	222	\$31,894.65	41.56	09.40
Juvenile Justice Authority	17	\$45,635.20	43.21	11.01
Kansas Public Employees Retirement System	66	\$39,202.96	47.27	13.14
Kansas State University	1490	\$32,234.22	48.93	14.25
Labor, Department of	385	\$43,978.55	49.73	16.81
Lansing Correctional Facility	656	\$34,117.64	42.36	10.26
Larned Correctional Mental Health Fac	163	\$34,426.68	42.91	09.78
Larned Juvenile Correctional Facility	111	\$34,338.74	44.48	11.11
Larned State Hospital	803	\$33,930.94	45.49	10.43
Library, State	19	\$38,874.11	51.62	17.12
Lottery, Kansas State	41	\$42,260.02	51.89	15.59
Mortuary Arts, Board of	2	NR	NR	NR
Neurological Institue, Kansas	421	\$33,019.58	46.16	16.01
Norton Correctional Facility	216	\$34,892.96	46.96	12.37
Nursing, Board of	18	\$41,936.27	45.95	10.82
Optometry Board of Examiners	1	NR	NR	NR
Osawatomie State Hospital	375	\$36,622.98	45.88	10.34
Parsons State Hospital & Trng Center	438	\$32,649.64	46.45	13.17
Pharmacy, Board of	5	\$49,133.76	53.31	07.68

**Number, Salary, Age and Years of Service of Classified Employees by Agency  
Fiscal Year 2010**

<b>Agency Name</b>	<b>Number of Classified Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Pittsburg State University	292	\$33,093.23	50.41	12.74
Racing & Gaming Commission	32	\$46,213.70	43.54	09.79
Rainbow Mental Health Facility	106	\$38,716.26	47.17	08.94
Real Estate Appraisal Board	1	NR	NR	NR
Real Estate Commission	8	\$37,785.80	52.60	12.00
Regents, Board of	12	\$38,871.73	52.95	16.57
Revenue, Department of	952	\$40,191.24	47.41	15.58
Securities Commissioner, Office of the	20	\$52,290.16	48.76	13.40
Social & Rehabilitation Services, Dept of	2793	\$39,204.67	47.72	14.85
Tax Appeals, Board of	8	\$36,202.40	52.27	22.40
Technical Professions, State Board of	3	NR	NR	NR
Topeka Correctional Facility	215	\$35,416.40	43.87	11.37
Transportation, Department of	2678	\$39,180.01	47.02	14.70
Treasurer, State	10	\$42,456.96	49.76	19.22
University of Kansas Medical Center	396	\$33,771.64	48.23	13.64
Veterans Affairs, Commission on	253	\$30,772.33	46.75	09.65
Water Office, Kansas	17	\$54,597.55	45.74	14.04
Wichita State University	531	\$32,118.06	50.07	12.26
Wildlife & Parks, Department of	390	\$42,700.59	46.25	14.61
Winfield Correctional Facility	162	\$36,782.62	47.97	13.66

**Source:** SHARP (FY 2010); excludes legislators, unclassified, temporary and student employees. Agencies with less than 5 classified employees are listed as "NR" for "not reported".

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency  
Fiscal Year 2010**

<b>Agency Name</b>	<b>Number of Unclass Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Accountancy, Board of	1	NR	NR	NR
Adjutant General	128	\$37,625.75	49.34	11.26
Administration, Department of	21	\$74,698.24	47.19	15.53
Administrative Hearings, Office of	1	NR	NR	NR
Aging, Department on	10	\$73,160.77	55.16	20.31
Agriculture, Department of	12	\$65,645.63	46.90	06.69
Animal Health Department	1	NR	NR	NR
Arts Commission, Kansas	1	NR	NR	NR
Attorney General	76	\$54,814.64	44.83	10.95
Bank Commissioner, Office of the State	17	\$70,754.03	43.65	16.21
Barbering, Board of	1	NR	NR	NR
Behavioral Sciences Regulatory Bd	3	NR	NR	NR
Beloit Juvenile Correctional Facility	NA	NA	NA	NA
Blind, School for the	53	\$49,095.17	51.77	16.47
Citizen's Utility Ratepayer Board	5	\$67,875.15	44.50	11.83
Commerce, Department of	11	\$77,179.37	50.90	12.29
Conservation Commission	7	\$66,151.14	53.53	13.01
Corporation Commission	53	\$64,187.00	50.99	12.93
Corrections, Department of	13	\$72,543.44	51.14	17.96
Cosmetology, Board of	1	NR	NR	NR
Credit Unions, Department of	1	NR	NR	NR
Deaf, School for the	86	\$45,677.11	48.44	15.99
Dental Board	1	NR	NR	NR
Education, Department of	25	\$87,704.04	52.51	15.37
El Dorado Correctional Facility	1	NR	NR	NR
Emergency Medical Services	1	NR	NR	NR
Emporia State University	433	\$64,951.60	49.54	11.39
Ethics Commission, Kansas Gov	8	\$45,773.01	52.24	24.76
Fair, Kansas State	1	NR	NR	NR
Fire Marshal	2	NR	NR	NR
Fort Hays State University	464	\$56,029.37	47.88	10.89
Governor, Office of the	29	\$54,462.00	44.03	10.85
Healing Arts, State Board of	9	\$67,909.43	43.09	09.24
Health & Environment, Department of	11	\$90,354.27	47.74	11.93
Health Care Stabilization Fund, Bd of Gov	11	\$61,113.24	51.87	10.62
Health Policy Authority, Kansas	122	\$50,586.67	44.91	09.63
Highway Patrol	7	\$79,181.54	52.47	19.40
Historical Society, Kansas State	1	NR	NR	NR
Housing Resources Corp, Kansas	NA	NA	NA	NA
Human Rights Commission, Kansas	1	NR	NR	NR
Indigents Defence Services Board	92	\$57,076.98	43.58	10.60
Insurance Department	95	\$50,482.42	49.22	13.78
Investigation, Kansas Bureau of	5	\$87,293.44	50.48	17.03
Judicial Branch	1736	\$49,337.92	49.04	13.80
Judicial Council	7	\$61,450.66	49.07	15.42
Juvenile Correctional Complex	1	NR	NR	NR
Juvenile Justice Authority	8	\$72,599.23	44.23	11.08
Kansas Inc	2	NR	NR	NR
Kansas Public Employees Retirement System	17	\$88,784.77	47.89	12.13
Kansas State University	2543	\$75,877.04	48.19	14.08
Labor, Department of	29	\$79,669.16	56.92	14.93
Lansing Correctional Facility	1	NR	NR	NR
Larned Correctional Mental Health Fac.	1	NR	NR	NR
Larned Juvenile Correctional Facility	2	NR	NR	NR
Larned State Hospital	21	\$110,050.68	56.61	06.34
Legislative Coordinating Council	11	\$50,839.31	56.05	16.62
Legislative Research Department	38	\$61,089.27	44.65	12.71
Legislature	30	\$49,434.83	44.25	07.95
Lieutenant Governor, Office of the	4	NR	NR	NR
Lottery, Kansas State	37	\$49,522.48	52.50	15.40

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency  
Fiscal Year 2010**

<b>Agency Name</b>	<b>Number of Unclass Emp</b>	<b>Average Salary</b>	<b>Average Age</b>	<b>Average Yrs of Service</b>
Mortuary Arts, Board of	1	NR	NR	NR
Neurological Institute, Kansas	3	NR	NR	NR
Norton Correctional Facility	1	NR	NR	NR
Nursing, Board of	2	NR	NR	NR
Osawatomie State Hospital	18	\$108,599.44	56.17	12.74
Parole Board, Kansas	3	NR	NR	NR
Parsons State Hospital & Trng Ctr	5	\$110,894.08	63.19	25.28
Peace Officers, Std & Trng	3	NR	NR	NR
Pharmacy, Board of	1	NR	NR	NR
Pittsburg State University	462	\$70,295.55	49.12	12.30
Post Audit, Legislative Div of	19	\$63,327.59	37.99	10.10
Racing & Gaming Commission	14	\$61,895.83	46.60	10.28
Rainbow Mental Health Facility	5	\$97,141.53	51.39	05.04
Real Estate Appraisal Board	1	NR	NR	NR
Real Estate Commission	2	NR	NR	NR
Regents, Board of	41	\$72,922.75	48.76	12.34
Revenue, Department of	28	\$65,210.90	50.24	11.49
Revisor of Statutes	28	\$66,317.68	49.56	19.51
Secretary of State	46	\$46,837.77	43.05	11.71
Securities Commissioner, Office of the	10	\$77,625.18	48.57	13.69
Sentencing Commission, Kansas	6	\$49,678.31	55.44	12.58
Social & Rehabilitation Services, Dept of	29	\$80,898.35	52.41	21.33
Tax Appeals, Board of	10	\$84,756.05	49.56	11.97
Technical Professions, State Board of	2	NR	NR	NR
Technology Enterprise Corp, Kansas	8	\$71,238.95	48.09	10.87
Topeka Correctional Facility	1	NR	NR	NR
Transportation, Department of	12	\$90,518.50	50.85	17.39
Treasurer, State	34	\$44,080.93	47.99	11.25
University of Kansas	5002	\$59,114.79	47.63	11.76
University of Kansas Medical Center	2710	\$58,309.85	43.46	07.99
Veterans Affairs, Commission on	5	\$74,403.72	67.52	16.05
Veterinary Examiners, Board of	3	NR	NR	NR
Water Office, Kansas	3	NR	NR	NR
Wichita State University	1083	\$70,407.54	47.33	12.17
Wildlife & Parks, Department of	8	\$71,130.67	52.26	20.16

**Source:** SHARP (FY 2010); Excludes Legislators, classified, temporary and student employees. Agencies with less than 5 unclassified employees are listed as “NR” for “not reported”.

**Classified Employees by County of Work  
Fiscal Year 2010**

County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	61	45.84	13.68	\$47,610	Lincoln	11	44.83	13.75	\$37,771
Anderson	36	42.58	11.08	\$38,229	Linn	18	46.61	13.44	\$37,172
Atchison	48	45.46	14.99	\$37,269	Logan	27	46.10	14.90	\$39,324
Barber	9	49.60	11.88	\$35,279	Lyon	390	49.96	14.73	\$33,470
Barton	102	47.01	13.96	\$40,362	Marion	32	44.22	13.17	\$38,129
Bourbon	44	48.11	12.77	\$34,955	Marshall	27	48.78	19.38	\$36,855
Brown	57	48.41	20.91	\$40,280	McPherson	46	47.23	14.36	\$39,875
Butler	527	43.63	10.09	\$34,850	Meade	15	47.27	15.78	\$38,512
Chase	7	45.94	17.50	\$35,271	Miami	419	46.05	10.90	\$36,675
Chautauqua	10	43.90	09.04	\$31,768	Mitchell	16	51.13	18.46	\$40,031
Cherokee	43	45.44	12.83	\$35,839	Montgomery	98	46.74	13.61	\$37,485
Cheyenne	7	45.23	09.19	\$30,846	Morris	14	46.64	12.17	\$34,598
Clark	7	49.20	15.44	\$38,412	Morton	9	45.57	08.38	\$33,504
Clay	24	47.56	16.91	\$41,739	Nemaha	23	48.04	18.34	\$41,274
Cloud	35	45.27	16.59	\$38,346	Neosho	164	50.12	16.33	\$41,875
Coffey	19	43.85	14.80	\$40,844	Ness	5	50.23	16.61	\$34,045
Comanche	9	43.31	13.70	\$33,664	Norton	279	46.57	12.58	\$35,609
Cowley	365	47.27	12.40	\$34,384	Osage	42	44.25	11.95	\$36,729
Crawford	437	49.86	13.47	\$35,488	Osborne	12	45.99	18.74	\$37,724
Decatur	9	48.48	19.91	\$35,695	Ottawa	14	45.16	09.86	\$35,528
Dickinson	20	47.28	16.96	\$38,533	Pawnee	1091	44.98	10.48	\$34,114
Doniphan	10	47.13	19.70	\$39,329	Phillips	51	48.25	17.12	\$39,181
Douglas	176	45.83	14.40	\$41,863	Pottawatomie	51	48.20	17.18	\$39,625
Edwards	11	50.76	14.12	\$36,962	Pratt	134	47.97	14.64	\$42,478
Elk	1	59.45	08.09	\$41,870	Rawlins	25	47.07	14.61	\$36,461
Ellis	472	49.75	15.14	\$35,954	Reno	763	43.90	11.40	\$35,353
Ellsworth	237	44.70	10.34	\$34,960	Republic	28	53.33	19.47	\$39,045
Finney	182	48.29	13.44	\$39,156	Rice	10	52.21	18.41	\$37,055
Ford	195	48.98	12.88	\$37,320	Riley	1469	48.49	14.10	\$32,957
Franklin	45	47.47	12.01	\$36,468	Rooks	29	44.07	12.30	\$40,292
Geary	90	44.77	11.85	\$36,122	Rush	9	50.58	12.53	\$38,552
Gove	12	46.99	10.75	\$33,159	Russell	21	47.81	16.60	\$39,648
Graham	8	44.30	12.22	\$34,915	Saline	398	47.57	12.75	\$39,547
Grant	16	46.23	09.88	\$37,983	Scott	15	50.13	17.55	\$40,181
Gray	11	51.26	16.02	\$37,642	Sedgwick	1521	48.02	12.30	\$37,019
Greeley	10	44.98	11.44	\$30,955	Seward	57	46.91	11.92	\$38,402
Greenwood	15	44.21	13.93	\$36,516	Shawnee	6106	47.37	15.26	\$42,618
Hamilton	21	45.37	12.79	\$36,241	Sheridan	10	52.73	18.65	\$36,885
Harper	13	47.78	12.31	\$34,765	Sherman	28	47.10	13.85	\$37,609
Harvey	49	46.64	10.51	\$36,475	Smith	10	47.81	16.31	\$35,364
Haskell	9	53.75	08.71	\$32,811	Stafford	10	46.74	14.22	\$44,787
Hodgeman	8	42.07	12.18	\$32,107	Stevens	8	49.48	12.83	\$31,788
Jackson	30	46.38	12.87	\$36,865	Sumner	47	47.88	14.03	\$38,140
Jefferson	24	47.70	15.13	\$40,146	Thomas	50	46.72	15.67	\$39,531
Jewell	25	47.76	17.07	\$38,653	Trego	25	45.33	13.15	\$40,548
Johnson	475	46.49	12.09	\$39,454	Wabaunsee	26	45.57	16.54	\$37,742
Kearny	8	43.52	09.87	\$31,910	Wallace	8	50.94	10.53	\$33,813
Kingman	14	44.83	14.59	\$36,397	Washington	13	49.28	11.45	\$35,728
Kiowa	12	49.42	17.24	\$41,078	Wilson	15	49.45	11.89	\$39,451
Labette	504	46.89	13.81	\$33,208	Woodson	20	48.32	12.59	\$35,863
Lane	7	53.83	15.61	\$33,054	Wyandotte	866	47.30	13.57	\$36,390
Leavenworth	751	43.12	10.82	\$34,742					

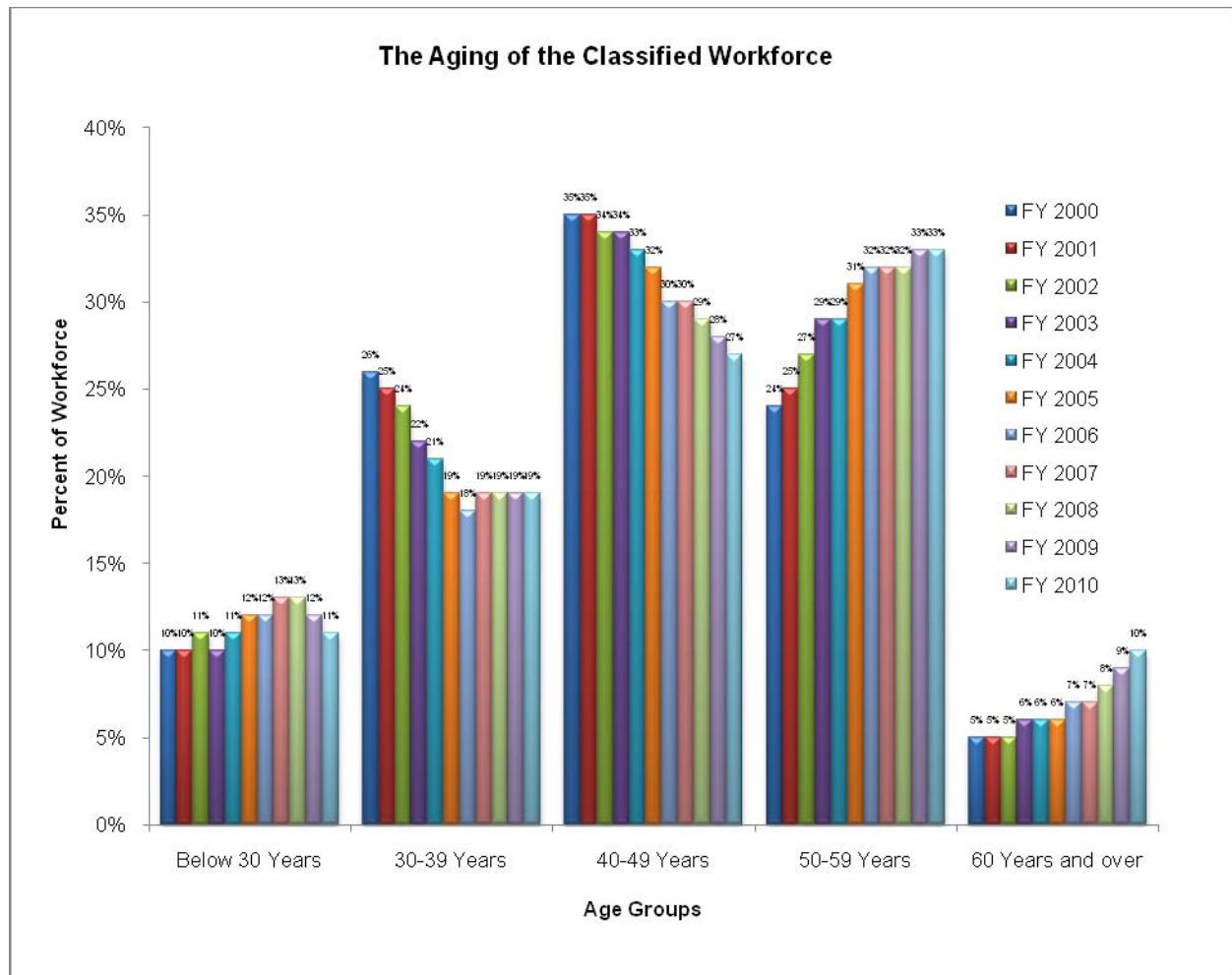
**Source:** SHARP (FY 2010); Excludes unclassified, temporary and student employees



**Unclassified Employees by County of Work  
Fiscal Year 2010**

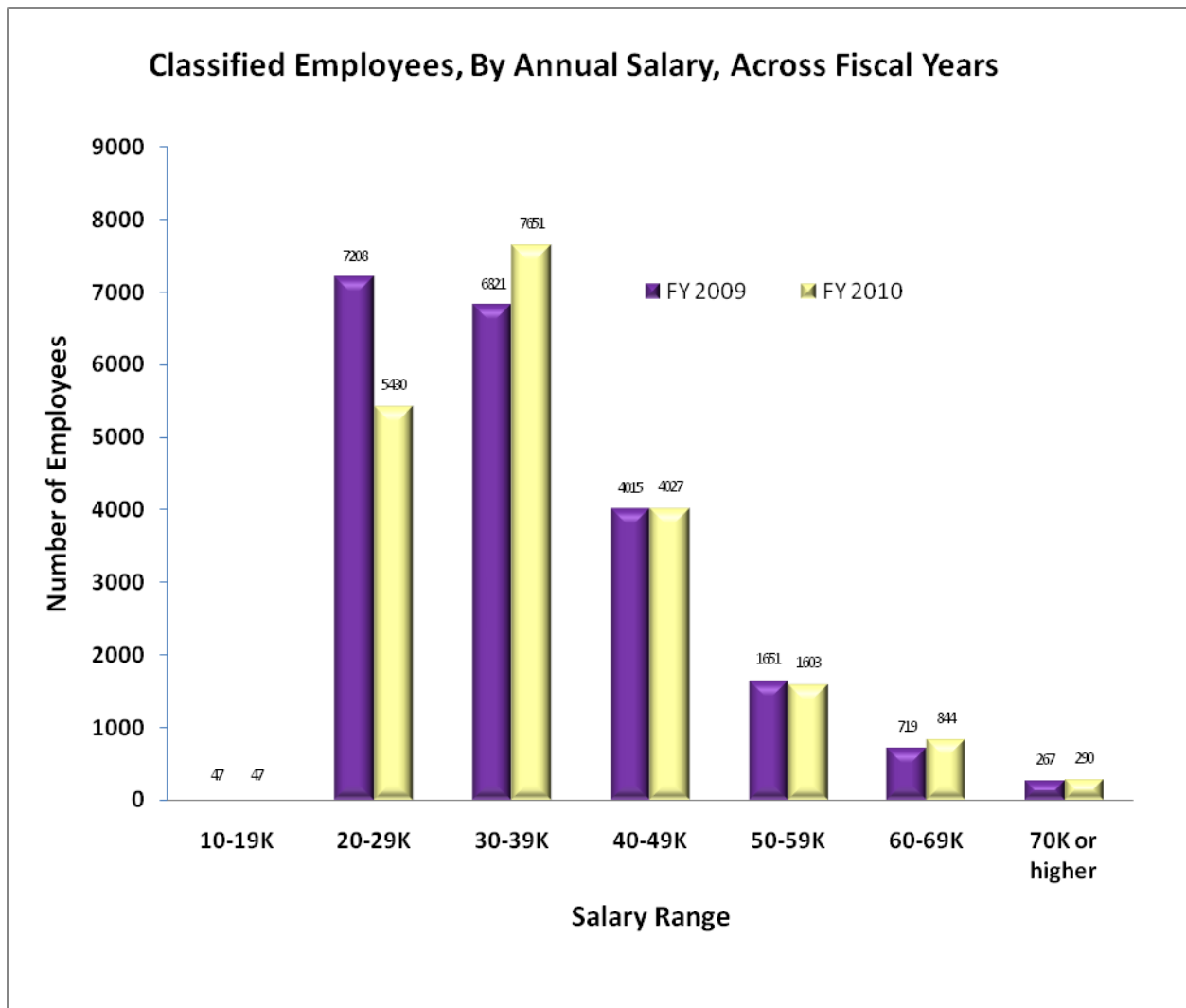
County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary	County	Num of Emp	Avg Age	Avg Yrs Service	Avg Salary
Allen	13	47.95	11.36	\$47,610	Linn	8	47.66	07.70	\$48,674
Anderson	9	43.14	15.75	\$52,627	Logan	4	48.17	10.52	\$42,825
Atchison	14	51.71	21.65	\$52,434	Lyon	465	49.51	11.63	\$63,734
Barber	6	43.07	12.71	\$48,062	Marion	8	50.32	14.28	\$53,232
Barton	29	51.91	17.32	\$46,840	Marshall	9	42.25	10.98	\$39,415
Bourbon	12	48.63	12.25	\$48,098	McPherson	17	47.48	12.75	\$47,615
Brown	13	50.67	17.71	\$54,620	Meade	5	45.91	06.85	\$42,920
Butler	29	50.42	14.83	\$51,471	Miami	34	50.52	12.26	\$80,218
Chase	3	37.38	11.98	\$43,898	Mitchell	4	50.73	10.26	\$45,551
Chautauqua	4	55.54	18.36	\$43,228	Montgomery	25	51.53	11.56	\$47,236
Cherokee	14	53.33	16.99	\$50,136	Morris	10	50.01	12.69	\$39,104
Cheyenne	3	66.32	17.35	\$44,600	Morton	4	42.16	14.34	\$49,864
Clark	4	47.78	15.17	\$44,336	Nemaha	7	50.95	17.37	\$45,030
Clay	4	53.98	13.89	\$53,539	Neosho	24	47.79	17.61	\$58,114
Cloud	13	48.55	15.00	\$43,335	Ness	8	47.82	19.18	\$43,114
Coffey	9	45.69	12.74	\$48,052	Norton	11	47.33	18.04	\$48,448
Comanche	5	63.23	11.26	\$43,129	Osage	7	47.56	11.83	\$40,731
Cowley	25	49.98	13.89	\$53,426	Osborne	5	49.48	14.20	\$40,584
Crawford	490	49.23	12.69	\$69,122	Ottawa	5	51.97	17.13	\$49,373
Decatur	4	55.05	17.87	\$46,537	Pawnee	36	53.30	09.41	\$85,664
Dickinson	14	47.47	09.80	\$44,483	Phillips	5	50.60	07.19	\$43,560
Doniphan	5	55.97	16.92	\$40,825	Pottawatomie	17	46.88	13.41	\$40,982
Douglas	4859	47.58	11.77	\$59,317	Pratt	13	58.11	20.10	\$50,808
Edwards	6	41.62	09.88	\$44,317	Rawlins	5	68.59	18.56	\$45,759
Elk	4	47.98	08.11	\$44,499	Reno	78	49.81	14.57	\$53,165
Ellis	498	47.90	11.17	\$56,294	Republic	5	46.97	09.30	\$44,200
Ellsworth	10	55.86	14.22	\$48,700	Rice	6	56.73	19.69	\$40,267
Finney	54	50.10	12.62	\$54,913	Riley	2136	48.63	14.17	\$79,448
Ford	31	50.02	12.04	\$52,167	Rooks	5	40.58	09.91	\$42,857
Franklin	21	46.63	16.77	\$51,257	Rush	2	53.26	15.12	\$33,998
Geary	102	47.52	10.65	\$43,507	Russell	9	52.74	15.65	\$38,824
Gove	4	49.32	06.02	\$41,008	Saline	138	46.69	12.82	\$60,513
Graham	6	52.95	10.95	\$56,427	Scott	5	54.67	18.18	\$46,620
Grant	5	46.98	09.26	\$43,327	Sedgwick	1551	47.43	12.33	\$65,677
Gray	5	48.21	18.12	\$45,400	Seward	20	52.02	14.24	\$47,181
Greeley	6	48.83	14.08	\$54,658	Shawnee	1434	47.79	12.86	\$60,102
Greenwood	10	49.61	12.21	\$53,025	Sheridan	5	51.27	21.03	\$44,482
Hamilton	4	48.50	14.56	\$46,149	Sherman	9	57.42	15.52	\$46,039
Harper	7	50.87	13.06	\$53,282	Smith	4	55.82	22.43	\$47,125
Harvey	19	47.97	14.92	\$49,042	Stafford	7	51.82	12.11	\$45,770
Haskell	5	38.42	04.70	\$41,920	Stanton	4	55.52	13.29	\$37,643
Hodgeman	3	52.04	15.81	\$29,608	Stevens	7	43.05	09.62	\$56,296
Jackson	14	49.09	15.75	\$51,817	Sumner	16	49.05	13.19	\$48,530
Jefferson	9	49.57	19.94	\$51,421	Thomas	28	46.57	13.83	\$59,440
Jewell	4	58.19	11.54	\$44,488	Trego	4	43.77	08.77	\$44,700
Johnson	346	48.07	12.59	\$48,382	Wabaunsee	7	40.06	11.07	\$40,940
Kearny	5	55.87	12.61	\$49,335	Wallace	4	52.71	19.05	\$45,945
Kingman	9	40.97	07.81	\$41,541	Washington	6	57.44	08.67	\$58,820
Kiowa	5	51.52	15.47	\$45,500	Wichita	5	49.34	15.79	\$44,096
Labette	65	53.24	16.35	\$59,742	Wilson	11	51.56	14.51	\$46,602
Lane	3	56.94	22.62	\$52,950	Woodson	5	50.14	16.56	\$45,843
Leavenworth	39	47.23	12.73	\$46,646	Wyandotte	2770	43.68	08.38	\$57,325
Lincoln	6	43.70	11.76	\$48,082					

**Source:** SHARP (FY 2010); Excludes classified, temporary and student employees.



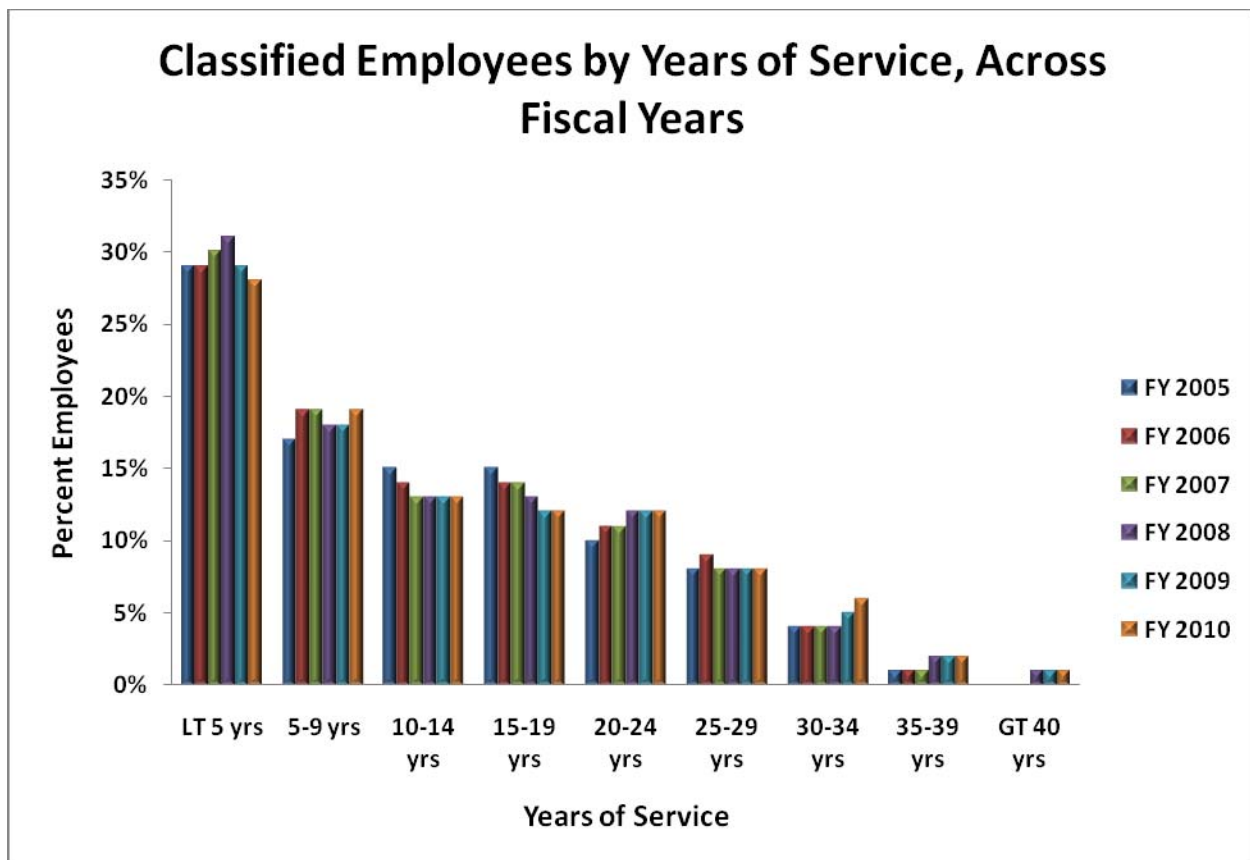
**Comments:** The percentage of employees over age 60 has doubled from 5% to 10% in the last 10 years. The 50-59 year old age group has increased by 8% since 2000, while there has been a 7% decrease in the percentage of employees in the 30-39 year old age group and an 8% decrease for the 40-49 year old age group for the same time period. The percentage of employees below age 30 has varied during the last decade (holding between 10-13% depending on the year).

**Source:** SHARP (FY 1998-2010); Excludes unclassified, temporary and student employees.



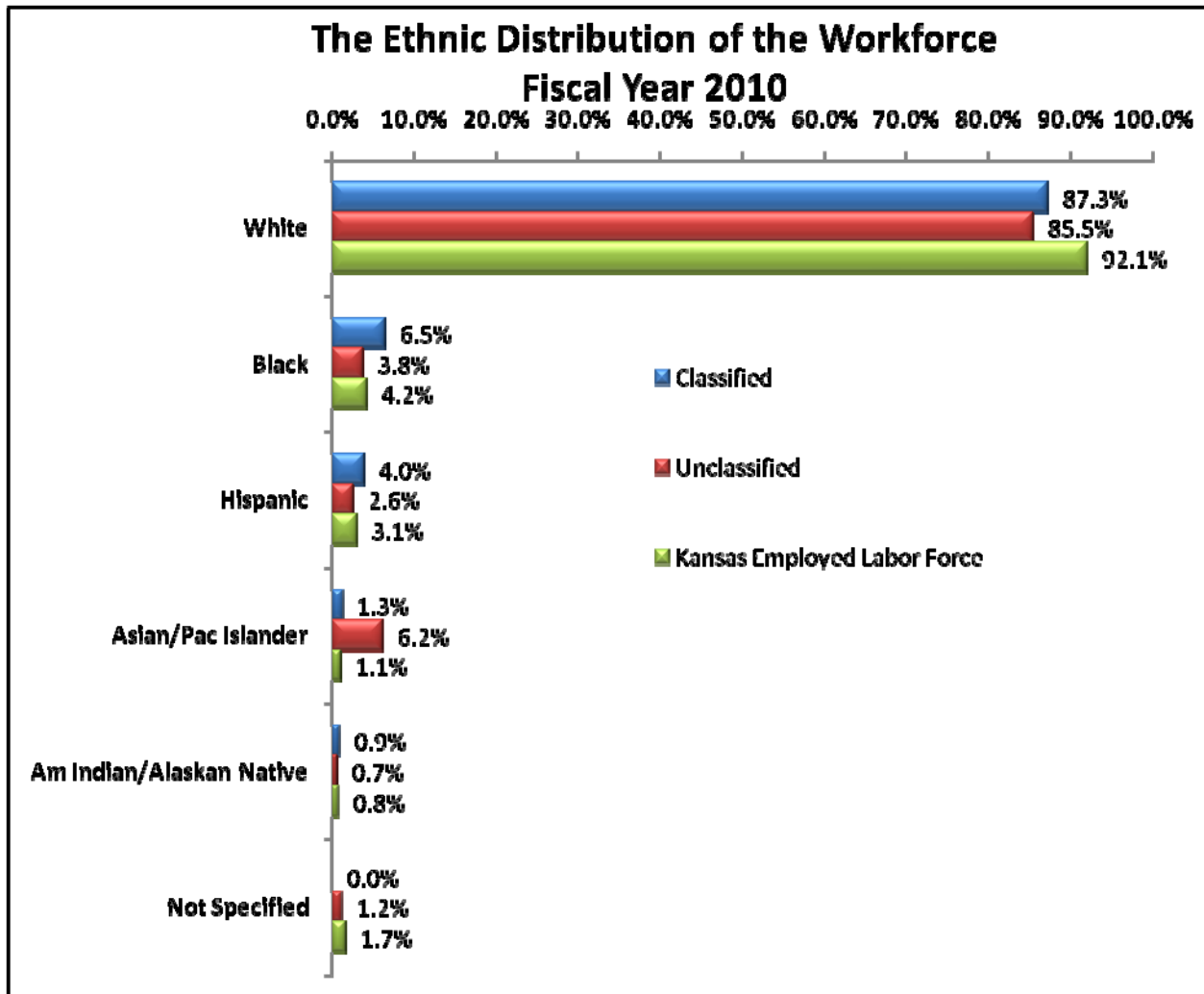
**Comments:** Number of employees in the 30-39K category increased by 12% in 2010, while the number of employees in the 40-49K, and 50-59K range remained essentially unchanged.

**Source:** SHARP (FY 2009-2010); Excludes unclassified, temporary and student employees.



**Comments:** The number of employees in the 30-40+ groups has shown a slow increase during the last 3 fiscal years while the number of employees with less than 5 years of service has slowly decreased.

**Source:** SHARP (FY 2005-2010); Excludes unclassified, temporary and student employees.



**Comments:** The Kansas Employed Labor Force chart includes data from state and non-state government workforces combined.

**Source:** SHARP (FY 2010); Kansas Department of Human Resources Census STFA3 reports (July 2001). Kansas Department of Human Resources, Affirmative Action Report. These percentages do not equal 100%. The figures for the Kansas Employed Labor Force chart are based on 1990 census estimates, but they have been adjusted to 2000 annual average labor force estimates developed by the Kansas Department of Labor.

**Ethnic and Gender Distribution by Agency: Classified Employees  
Fiscal Year 2010**

Agency	Number of Classified Employees	Minority		Non-Minority		Not Reported
		Male	Female	Male	Female	
Adjutant General	40	7.50%	7.50%	42.50%	42.50%	0.00%
Administration, Department of	457	7.88%	6.35%	50.98%	34.79%	0.00%
Aging, Department on	144	1.39%	5.56%	15.28%	77.08%	0.69%
Agriculture, Department of	254	2.76%	2.76%	57.48%	37.01%	0.00%
Bank Commissioner, Office of the State	70	2.86%	5.71%	44.29%	47.14%	0.00%
Commerce, Department of	242	7.44%	14.46%	28.51%	49.59%	0.00%
Corporation Commission	133	3.01%	1.50%	50.38%	43.61%	1.50%
Corrections, Department of	269	4.46%	7.06%	40.89%	47.58%	0.00%
Deaf, School for the	31	6.45%	12.90%	35.48%	45.16%	0.00%
Education, Department of	142	1.41%	3.52%	20.42%	74.65%	0.00%
El Dorado Correctional Facility	398	6.53%	1.76%	67.09%	24.62%	0.00%
Ellsworth Correctional Facility	210	4.76%	1.43%	71.43%	22.38%	0.00%
Emporia State University	277	3.25%	3.97%	38.27%	54.15%	0.36%
Fire Marshal	45	4.44%	0.00%	53.33%	42.22%	0.00%
Fort Hays State University	286	0.35%	0.70%	42.31%	56.29%	0.35%
Healing Arts, State Board of	29	3.45%	3.45%	17.24%	72.41%	3.45%
Health & Environment, Department of	690	3.33%	5.36%	37.54%	53.77%	0.00%
Health Policy Authority, Kansas	103	3.88%	8.74%	17.48%	69.90%	0.00%
Highway Patrol	781	4.61%	1.15%	72.73%	21.51%	0.00%
Historical Society, Kansas State	91	2.20%	1.10%	40.66%	56.04%	0.00%
Hutchinson Correctional Facility	500	8.60%	1.80%	72.20%	17.40%	0.00%
Indigents Defense Services Board	61	1.64%	13.11%	16.39%	68.85%	0.00%
Investigation, Kansas Bureau of	146	5.48%	2.05%	50.68%	41.78%	0.00%
Juvenile Correctional Complex	222	22.52%	9.46%	40.09%	27.48%	0.45%
Kansas Public Employees Ret Sys	66	0.00%	15.15%	19.70%	65.15%	0.00%
Kansas State University	1490	5.23%	6.91%	32.28%	54.63%	0.94%
Labor, Department of	385	6.49%	13.25%	23.12%	57.14%	0.00%
Lansing Correctional Facility	656	11.74%	5.03%	61.28%	21.80%	0.15%
Larned Correctional Mental Health Fac.	163	6.13%	0.61%	71.78%	21.47%	0.00%
Larned Juvenile Correctional Facility	111	8.11%	1.80%	54.05%	36.04%	0.00%
Larned State Hospital	803	3.36%	4.61%	36.36%	55.29%	0.37%
Lottery, The Kansas	41	0.00%	0.00%	41.46%	58.54%	0.00%
Neurological Institute, Kansas	421	15.68%	30.17%	21.14%	33.02%	0.00%
Norton Correctional Facility	216	1.85%	0.46%	68.06%	29.63%	0.00%
Osawatomie State Hospital	375	1.60%	4.00%	27.20%	66.93%	0.27%
Parsons State Hospital & Trng Ctr	438	8.45%	6.16%	34.25%	51.14%	0.00%
Pittsburg State University	292	0.68%	1.03%	41.78%	56.51%	0.00%
Racing & Gaming Commission, Kansas	32	0.00%	3.13%	71.88%	25.00%	0.00%
Rainbow Mental Health Facility	106	13.21%	36.79%	10.38%	39.62%	0.00%
Revenue, Department of	952	3.57%	9.14%	28.05%	59.14%	0.11%
Social & Rehabilitation Serv, Dept of	2793	3.11%	12.57%	16.54%	67.42%	0.36%
Topeka Correctional Facility	215	11.16%	5.58%	52.09%	31.16%	0.00%
Transportation, Department of	2678	5.30%	0.93%	76.51%	17.21%	0.04%
University of Kansas Medical Center	396	23.23%	16.41%	36.11%	24.24%	0.00%
Veteran Affairs, Commission on	253	5.14%	13.83%	26.88%	53.36%	0.79%
Wichita State University	531	10.92%	15.82%	31.45%	41.81%	0.00%
Wildlife & Parks, Department of	390	2.56%	0.26%	77.44%	18.72%	1.03%
Winfield Correctional Facility	162	11.11%	2.47%	58.64%	27.16%	0.62%

**Comments:** Minority is defined as American Indian/Alaskan Native/Pacific Islander, African-American, and Hispanic. Non-minority is defined as White.

**Source:** SHARP (FY 2010); Excludes unclassified, temporary and student employees. Excludes agencies with less than 25 classified employees.

State of Kansas  
**Fiscal Year 2010**  
**Section 3: Workforce Trends**

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### **Turnover**

- The statewide turnover rate in FY 2010 was 11.13% - essentially unchanged from FY 2009 (11.12%). Turnover in FY2009 and FY2010 was the lowest in the last decade.
- In FY 2010, 14% of terminations occurred within the first year of service. This is a significant decrease from FY 2007, when 26% of terminations occurred within the first year of service.
- In FY 2010, 48% of terminations occurred within the first 5 yrs of service, significantly lower than in FY 2009 (56%).
- Jobs in Public Safety have the highest turnover rate (16.66%) while Agriculture/Natural Resource jobs have the lowest turnover rate (6.89%).
- Unclassified turnover in FY 2010 was 12.39% - lower than in FY 2009 (13.33%).
- The number of voluntary terminations has dropped substantially since 2000 when there were 2,424 voluntary terminations in the classified workforce, compared to only 1,279 in 2010.
- The percentage of terminations that are voluntary is similar in both classified and unclassified service with 55% in the classified service and 57% in the unclassified service. However, the percentage of terminations that are involuntary are far higher in the unclassified service (27%) compared to the classified service (16%). Terminations due to retirement are significantly lower in the unclassified service (15%) compared to the classified service (27%).

### **Retirement**

- Thirty-seven percent of the state workforce will be retirement eligible by the year 2015. This percentage has started to slowly increase over the last few fiscal years, with 36% retirement eligible in FY2009 and 35% in FY 2008. However, in FY 2006, 40% of the state workforce was retirement eligible.

### **Leave Analysis**

- Average number of vacation days used by classified employees in FY 2010 was 16 days. Average number of vacation days used by unclassified employees in FY 2010 was 14 days. This is unchanged from FY 2009.
- Average number of sick days used by classified employees in FY 2010 was 10 days. Average number of sick days used by unclassified employees in FY2008 was 8 days. This is unchanged from FY 2008 and FY 2009.

## Turnover Report information:

### Definition of Turnover Rate:

$$\text{Turnover} = \frac{\text{Terminations}}{\text{Begin Count} + \text{End Count} / 2} * 100$$

Diagram illustrating the Turnover Rate calculation:

- Terminations**: Total # Terminations during
- Begin Count + End Count / 2**: Average # of classified employees
- \* 100**: Multiplied by 100 to change decimal to percent

**Terminations:** Retirements and voluntary, involuntary and neutral terminations.

**Voluntary Terminations:** Resignations

**Involuntary Terminations:** Layoffs and Dismissals related to Personal Conduct, Unsatisfactory Work Performance or End of Limited Term Appointment.

**Neutral Terminations:** Death.

### Report information:

#### Includes/Excludes:

- Includes Classified, Regular employees only; employees *leaving state service* through Retirements (RET) and Terminations (TER) only (even if employee returned to state service at a later date).
- Excludes Classified, Temporary; Unclassified, Regular; and Unclassified, Temporary employees; employees transferring between agencies; Hires (HIR), Rehires (REH), Promotions (PRO), Demotions (DEM) or any other Action that is not coded as "RET" or "TER" in SHARP.

#### Turnover Calculation:

- **Begin Count:** The number of active (Active, Leave with Pay, Leave without Pay, Suspended) employees pulled from SHARP as of July 1, 2009 for each agency and for each job code.
- **End Count:** The number of active (Active, Leave with Pay, Leave without Pay, Suspended) employees pulled from SHARP as of June 30, 2010 for each agency and for each job code.
- **Average Employee Count:** The Begin Count added to the End Count, then divided by 2.
- **Voluntary Terminations:** Resignation made by employee's choice.
- **Involuntary Terminations:** Termination made by employer's choice.
- **Neutral Terminations:** Resignation incurred by incumbent's death. Reason code of "DEA".
- **Retirements:** Resignation incurred by employee's retirement. Reason code of "REG".
- **Total Terminations:** The sum total of all Retirements and all types of Terminations.
- **Turnover Percentage:** Total Terminations divided by Average Employee Count, multiplied by 100 to change decimal to a percent.

#### Termination Actions Used in these Reports:

Action	Reason	Description	Turnover Type
TER	CON	Personal Conduct	Involuntary
TER	UNS	Unsatisfactory Work Performance	Involuntary
TER	PRB	Original Probationary Term	Involuntary
TER	ELT	End of Limited Term	Involuntary
TER	LA1	Layoff - Shortage of Work/Fund	Involuntary
TER	LA2	Layoff - Incumbent Returns from Leave	Involuntary
TER	LA3	Layoff - Incumbent Returns Per CSB	Involuntary
TER	LA4	Layoff - Other	Involuntary
TER	LA5	Layoff - Agency Closure	Involuntary
TER	LA6	Layoff - Probationary EE	Involuntary
TER	LA7	Layoff - Non State Job Hire	Involuntary
TER	IPD	Inability perform Position Duties	Involuntary
TER	LIC	Lack of license/authorization	Involuntary
TER	PRL	Probationary – Lack of Funds	Involuntary
TER	TAF	Transfer to Affiliate (KUMC only)	Involuntary
TER	TNR	Not Reappointed/Continued	Involuntary
TER	RS0	Resign - Other	Voluntary



TER	RS1	Resign - Family Reasons	Voluntary
TER	RS2	Resign - Job Abandonment	Voluntary
TER	RS3	Resign - Health Reasons	Voluntary
TER	RS4	Resign - Personal Reasons	Voluntary
TER	RS5	Resign - Other Position	Voluntary
TER	RS6	Resign - Mutual Consent	Voluntary
TER	RS7	Resign - Return to School	Voluntary
TER	RS8	Resign - Dissatisfied w/Work	Voluntary
TER	RS9	Resign - Dissatisfied w/Pay	Voluntary
TER	RSN	Resign - Insufficient Notice	Voluntary
TER	DEA	Death	Neutral

**Retirement Actions:**

<b>Action</b>	<b>Reason</b>	<b>Description</b>	<b>Turnover Type</b>
RET	REG	Regular Retirement	Voluntary

**Additional Notes:**

- Averages may not represent the totality of employment.
- Some positions may have experienced more than one termination during the report period.
- Categories (Agency/Job Code) with low employee numbers may have an "artificially inflated" turnover rate. Actual counts should be considered when examining turnover rates. Categories with a Begin Count or End Count of "0" will have an artificially inflated turnover rate.
- Job Classes/Codes that were abolished/established will show an inaccurate turnover rate due to the lack of beginning or ending counts.
- For additional explanation of Action/Reason codes, view the Action Reason Code User Guide on <http://www.da.ks.gov/sharp/>.

## Job Classes Abolished During Fiscal Year 2010

Date Abolished	CLASS	Job Code
3/21/2010	Archeologist I	4010E1
3/21/2010	Architect I	8251B1
3/21/2010	Grain Mill Supervisor	8351M2
3/21/2010	Information Resource Manager III	1792P1
3/21/2010	Landscape Architect I	8282B1
3/21/2010	Research Instrument Operator	8357C3
3/21/2010	Tax Examiner	4218A1
3/21/2010	Tax Examiner Specialist	4219A1
6/13/2010	Agricultural Assistant	8294C3
6/13/2010	Agricultural Technician	8343C3
6/13/2010	Animal Science Technician I	8295F3
6/13/2010	Animal Science Technician II	8296F3
6/13/2010	Building systems Engineer I	8284B1
6/13/2010	Dairy Foods Assistant	1203R1
6/13/2010	Extension Nutritional Assistant II	2005A6
6/13/2010	Grain Mill Technician	8352M2
6/13/2010	Plant Science Technician I	8310M1
6/13/2010	Plant Science Technician II	8311M1

## Job Classes Established During Fiscal Year 2010

Date Created	CLASS	Job Code
6/13/2010	Agricultural Technician	8380C3
6/13/2010	Agricultural Technician Senior	8381C3

## Separation of Classified Employees by Agency Fiscal Year 2010

Agency Name	Avg Num of Employees	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Accountancy, Board of	0.5	0	0	0	1	1
Adjutant General	39	0	0	0	0	0
Administration, Department of	489.5	19	7	0	18	44
Administrative Hearings, Office of	8	0	0	0	0	0
Aging, Department on	150.5	7	0	0	10	17
Agriculture, Department of	261.5	5	10	0	4	19
Animal Health Department	24.5	0	0	0	2	2
Arts Commission, Kansas	5	0	0	0	0	0
Atchison Juvenile Correctional Facility	NA	NA	NA	NA	NA	NA
Attorney General	NA	NA	NA	NA	NA	NA
Bank Commissioner, Office of the	77.5	0	0	1	6	7
Barbering, Board of	1	1	0	0	0	1
Behavioral Sciences Regulatory Bd	5	1	0	0	0	1
Beloit Juvenile Correctional Facility	25.5	3	40	0	0	43
Blind, School for the	20	0	0	0	0	0
Citizen's Utility Ratepayer Board	NA	NA	NA	NA	NA	NA
Commerce, Department of	242.5	9	10	1	17	37
Conservation Commission	4.5	0	0	0	0	0
Corporation Commission	138.5	2	0	0	5	7
Corrections, Department of	273.5	5	5	0	11	21
Cosmetology, Board of	10	0	0	0	1	1
Credit Unions, Department of	11	0	0	0	0	0
Deaf, School for the	36.5	2	2	1	3	8
Dental Board	2	0	0	0	0	0
Development Finance Authority, Kansas	NA	NA	NA	NA	NA	NA
Education, Department of	149.5	4	3	0	6	13
El Dorado Correctional Facility	413.5	9	13	0	42	64
Ellsworth Correctional Facility	209.5	6	10	0	22	38
Emergency Medical Services	12.5	1	0	0	0	1
Emporia State University	280	3	2	0	4	9
Ethics Commission, Kansas Gov	NA	NA	NA	NA	NA	NA
Fair, Kansas State	22.5	0	0	0	2	2
Fire Marshal	45.5	5	1	0	2	8
Fort Hays State University	283.5	5	1	0	8	14
Governor, Office of the	NA	NA	NA	NA	NA	NA
Healing Arts, State Board of	31	0	1	0	3	4
Health & Environment, Department of	694.5	14	4	1	27	46
Health Care Stabilization Fund Bd of Gov	5.5	1	0	0	0	1
Health Policy Authority, Kansas	106	2	5	1	0	8
Hearing Instruments, Board of Examiners	NA	NA	NA	NA	NA	NA
Highway Patrol	802.5	22	1	0	22	45
Historical Society, Kansas State	94	1	2	0	3	6
Home Inspectors Registration Bd, Kansas	NA	NA	NA	NA	NA	NA
Housing Resources Corp, Kansas	2	0	0	0	0	0
Human Rights Commission, Kansas	23.5	2	2	0	0	4
Hutchinson Correctional Facility	501.5	17	11	0	78	106
Indigents Defense Services Board	63.5	0	0	0	5	5
Insurance Department	19	0	0	0	0	0
Investigation, Kansas Bureau of	152.5	6	1	0	7	14
Judicial Branch	NA	NA	NA	NA	NA	NA
Judicial Council	NA	NA	NA	NA	NA	NA
Juvenile Correctional Complex	227	7	22	0	56	85
Juvenile Justice Authority	20.5	1	2	0	1	4
Kansas Inc	NA	NA	NA	NA	NA	NA
Kansas Public Employees Ret Sys	68.5	1	0	0	5	6
Kansas State University	1504	33	3	4	89	129
Labor, Department of	392.5	15	2	0	11	28
Lansing Correctional Facility	649.5	17	15	1	67	100
Larned Correctional Mental Health Fac.	180.5	5	10	0	40	55
Larned Juvenile Correctional Facility	124	3	4	0	20	27

**Separation of Classified Employees by Agency  
Fiscal Year 2010**

Agency Name	Avg Num of Employees	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Larned State Hospital	814	29	14	2	118	163
Legislative Coordinating Council	NA	NA	NA	NA	NA	NA
Legislative Research Department	NA	NA	NA	NA	NA	NA
Legislature	NA	NA	NA	NA	NA	NA
Library, State	19.5	1	0	0	0	1
Lieutenant Governor, Office of the	NA	NA	NA	NA	NA	NA
Lottery, The Kansas	41	1	0	0	1	2
Mortuary Arts, Board	2	0	0	0	0	0
Neurological Institute, Kansas	512	17	20	1	36	74
Norton Correctional Facility	221.5	4	3	1	23	31
Nursing, Board of	18	0	0	0	1	1
Optometry Board of Examiners	1	0	0	0	0	0
Osawatimie State Hospital	373.5	15	15	1	44	75
Parole Board, Kansas	NA	NA	NA	NA	NA	NA
Parsons State Hospital & Trng Ctr	452.5	13	9	1	26	49
Peace Officers, Std & Trng	NA	NA	NA	NA	NA	NA
Pharmacy, Board of	5.5	0	0	0	0	0
Pittsburg State University	300	7	1	2	10	20
Pooled Money Investment Board	4	1	0	0	0	1
Post Audit, Legislative Division of	NA	NA	NA	NA	NA	NA
Racing & Gaming Commission, Kansas	33.5	1	0	0	0	1
Rainbow Mental Health Facility	106	4	7	1	17	29
Real Estate Appraisal Board	1	0	0	0	0	0
Real Estate Commission	9.5	0	0	1	0	1
Regents, Board of	13	1	0	0	0	1
Revenue, Department of	977.5	31	1	1	19	52
Revisor of Statutes	NA	NA	NA	NA	NA	NA
Secretary of State	NA	NA	NA	NA	NA	NA
Securities Commissioner, Office of the	20	0	0	0	0	0
Sentencing Commission, Kansas	NA	NA	NA	NA	NA	NA
Social & Rehabilitation Services, Dept of	2938.5	92	52	6	145	295
Tax Appeals, Board of	8.5	1	0	0	0	1
Technical Professions, State Board of	3	0	0	0	0	0
Technology Enterprise Corp, Kansas	NA	NA	NA	NA	NA	NA
Topeka Correctional Facility	216.5	10	9	0	17	36
Transportation, Department of	2780	85	10	7	111	213
Treasurer, State	6	0	0	0	0	0
University of Kansas	NA	NA	NA	NA	NA	NA
University of Kansas Medical Center	408	12	12	1	25	50
Veteran Affairs, Commission on	290	15	19	1	34	69
Veterinary Examiners, Board of	NA	NA	NA	NA	NA	NA
Water Office, Kansas	17	1	0	0	0	1
Wichita State University	638	7	11	2	29	49
Wildlife & Parks, Department of	397.5	15	1	2	10	28
Winfield Correctional Facility	195.5	13	3	2	15	33
<b>Total</b>	<b>20,728</b>	<b>610</b>	<b>376</b>	<b>42</b>	<b>1,279</b>	<b>2,307</b>
<b>FY 2010 % of Total Separation</b>		<b>26.44%</b>	<b>16.30%</b>	<b>1.82%</b>	<b>55.44%</b>	
<b>FY 2009 % of Total Separations</b>		<b>20.50%</b>	<b>17.63%</b>	<b>2.24%</b>	<b>59.68%</b>	
<b>FY 2008 % of Total Separations</b>		<b>20.90%</b>	<b>9.55%</b>	<b>1.21%</b>	<b>68.34%</b>	

**Source:** SHARP (FY 2008, 2009); Excludes unclassified, temporary and student employees. Agencies marked "N/A" have no classified employees.

**Classified Employees Turnover by Agency**  
**Fiscal Years 2000-2010**

Agency Name	Avg Num Emp FY 2010	Turnover Rate										
		FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
Accountancy, Board of	0.5	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	200.00%
Adjutant General	39	6.19%	9.90%	0.00%	11.65%	14.89%	6.67%	11.49%	14.12%	22.78%	8.00%	0.00%
Administration, Department of	489.5	12.11%	9.23%	10.20%	14.79%	9.49%	7.29%	10.13%	6.32%	8.01%	6.89%	8.99%
Administrative Hearings, Off of	8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00%	0.00%
Aging, Department on	150.5	7.78%	9.76%	10.17%	20.00%	15.24%	10.91%	12.20%	10.83%	14.79%	9.71%	11.30%
Agriculture, Department of	261.5	13.63%	9.47%	4.97%	8.03%	7.68%	10.04%	7.35%	12.31%	6.46%	10.09%	7.27%
Animal Health Department	24.5	3.85%	7.69%	7.41%	7.55%	15.38%	3.85%	11.32%	0.00%	10.53%	11.32%	8.16%
Arts Commission, Kansas	5	0.00%	0.00%	30.77%	0.00%	14.29%	0.00%	15.38%	54.55%	16.67%	50.00%	0.00%
Atchison Juvenile Corr Fac	NA	12.56%	15.50%	15.67%	16.51%	34.59%	35.03%	31.71%	28.38%	29.37%	127.54%	N/A
Attorney General	NA	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	200.00%	0.00%	N/A
Bank Commissioner, State	77.5	13.74%	15.04%	7.30%	14.09%	5.41%	19.58%	5.63%	17.69%	10.67%	7.64%	9.03%
Barbering, Board of	1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Behavioral Sciences Reg Bd	5	57.14%	54.55%	0.00%	0.00%	66.67%	0.00%	22.22%	0.00%	0.00%	0.00%	20.00%
Beloit Juvenile Correctional Fac	25.5	14.58%	19.10%	19.25%	21.18%	5.99%	39.51%	40.88%	29.06%	20.17%	23.42%	168.63%
Blind, School for the	20	9.09%	9.52%	3.39%	10.53%	7.41%	23.53%	12.24%	8.51%	19.51%	5.26%	0.00%
Citizen's Utility Ratepayer Bd	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Commerce, Department of	242.5	21.74%	18.88%	15.25%	13.08%	5.23%	11.27%	14.22%	18.93%	26.29%	14.29%	15.26%
Conservation Commission	4.5	0.00%	16.67%	33.33%	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Corporation Commission	138.5	8.66%	8.59%	7.72%	5.34%	5.38%	4.51%	9.59%	7.38%	6.57%	4.33%	5.05%
Corrections, Department of	273.5	8.45%	13.47%	8.11%	10.73%	11.02%	8.19%	11.83%	9.28%	10.43%	6.77%	7.68%
Cosmetology, Board of	10	10.00%	31.58%	0.00%	20.00%	10.00%	30.00%	20.00%	28.57%	9.09%	19.05%	10.00%
Credit Unions, Department of	11	18.18%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	57.14%	0.00%	20.00%	0.00%
Deaf, School for the	36.5	14.43%	23.40%	14.29%	18.56%	14.74%	10.42%	25.81%	11.11%	10.99%	23.81%	21.92%
Dental Board	2	100.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	50.00%	0.00%	0.00%
Development Finance Authority	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Education, Department of	149.5	8.31%	7.72%	7.52%	12.58%	9.50%	8.31%	14.41%	18.58%	10.83%	9.09%	8.70%
El Dorado Correctional Facility	413.5	21.27%	20.68%	24.61%	21.22%	26.34%	19.82%	30.80%	33.45%	30.80%	24.54%	15.48%
Ellsworth Correctional Facility	209.5	11.83%	18.38%	12.87%	17.57%	20.09%	21.96%	21.81%	12.06%	17.33%	17.54%	18.14%
Emergency Medical Services	12.5	9.09%	19.05%	8.70%	17.39%	8.70%	8.70%	0.00%	9.09%	16.67%	0.00%	8.00%
Emporia State University	280	12.44%	10.08%	8.14%	8.67%	7.12%	8.92%	9.35%	8.75%	8.64%	4.55%	3.21%
Ethics Comm, Kansas Gov	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fair, Kansas State	22.5	22.86%	10.00%	20.00%	30.00%	9.30%	18.60%	14.29%	13.64%	0.00%	13.33%	8.89%
Fire Marshal	45.5	10.39%	7.32%	2.33%	4.60%	6.98%	6.67%	4.35%	8.70%	6.32%	8.51%	17.58%
Fort Hays State University	283.5	10.20%	8.43%	8.70%	6.98%	6.01%	6.73%	7.56%	6.99%	5.24%	5.27%	4.94%
Governor, Office of the	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	31	13.64%	14.29%	0.00%	18.18%	13.64%	8.00%	20.00%	11.76%	0.00%	9.68%	12.90%
Health & Environment, Dept of	694.5	11.92%	9.58%	10.73%	11.68%	9.03%	7.68%	11.56%	9.61%	8.92%	8.70%	6.62%
Health Care St Fund Bd of Gov	5.5	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	20.00%	18.18%
Health Policy Authority, Kansas	106	N/A	N/A	N/A	N/A	N/A	0.00%	2.24%	7.80%	15.26%	9.05%	7.55%
Hearing Instr, Bd of Exam	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Highway Patrol	802.5	13.67%	12.40%	11.53%	7.36%	7.89%	6.21%	7.34%	6.50%	6.39%	3.72%	5.61%
Historical Society, State	94	15.08%	20.08%	9.72%	13.04%	7.34%	9.01%	11.93%	7.48%	10.19%	11.76%	6.38%
Home Inspectors Reg Bd, Ks	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Housing Resources Corp, Ks	2	ND	ND	ND	ND	5.56%	6.15%	14.04%	23.26%	9.52%	0.00%	0.00%
Human Rights Commission, Ks	23.5	10.17%	42.11%	21.43%	0.00%	29.09%	7.55%	18.87%	0.00%	3.45%	7.27%	17.02%
Hutchinson Correctional Facility	501.5	14.72%	15.51%	16.02%	18.29%	15.00%	16.21%	17.27%	21.65%	18.72%	18.60%	21.14%
Indigents Defense Services Bd	63.5	12.70%	16.92%	17.19%	9.60%	17.74%	4.65%	13.64%	9.23%	7.52%	7.52%	7.87%
Insurance Department	19	2.15%	4.82%	5.48%	8.70%	19.05%	10.34%	12.00%	4.76%	10.26%	5.26%	0.00%
Investigation, Kansas Bureau of	152.5	6.32%	9.63%	5.93%	6.33%	6.12%	5.57%	7.61%	3.25%	5.59%	6.27%	9.18%
Judicial Branch	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Judicial Council	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	227	N/A	N/A	N/A	N/A	N/A	9.52%	28.00%	30.66%	26.85%	35.48%	37.44%
Juvenile Justice Authority	20.5	4.65%	12.50%	19.61%	15.39%	31.37%	16.00%	4.17%	31.82%	15.00%	4.76%	19.51%
Kansas Inc	NA	N/A	N/A	N/A	N/a	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kansas Public Emp Ret Sys	68.5	6.78%	6.61%	7.52%	14.93%	7.52%	4.55%	12.21%	7.75%	9.23%	5.93%	8.76%
Kansas State University	1504	12.39%	12.99%	10.41%	11.11%	9.19%	12.06%	11.91%	12.03%	11.73%	10.88%	8.58%
Labor, Department of	392.5	10.18%	11.23%	8.32%	7.37%	9.42%	12.75%	9.75%	15.69%	9.82%	5.31%	7.13%
Lansing Correctional Facility	649.5	19.52%	23.66%	24.24%	26.14%	26.80%	28.64%	22.51%	20.94%	21.70%	19.55%	15.40%
Larned Corr Mental Health Fac.	180.5	17.87%	19.39%	15.34%	16.81%	12.96%	18.99%	17.00%	18.97%	14.29%	21.47%	30.47%
Larned Juvenile Corr Fac.	124	19.01%	19.33%	17.72%	11.48%	14.39%	16.79%	16.92%	19.84%	21.79%	18.75%	21.77%

**Classified Employees Turnover by Agency**  
**Fiscal Years 2000-2010**

Agency Name	Avg Num of Cls Emp FY 2010	Turnover Rate										
		FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010
Larned State Hospital	814	13.75%	17.17%	11.82%	16.63%	17.32%	21.88%	18.20%	23.12%	22.74%	18.64%	20.02%
Legislative Coord Council	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Legislature	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Library, State	19.5	21.28%	4.26%	4.17%	8.33%	8.51%	9.09%	0.00%	9.76%	5.00%	5.00%	5.13%
Lieutenant Governor, Off of the	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, The Kansas	41	17.78%	2.35%	22.50%	2.53%	4.88%	0.00%	10.39%	2.53%	4.71%	7.14%	4.88%
Mortuary Arts, Board	2	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Neurological Institute, Kansas	512	11.59%	16.34%	17.13%	13.73%	13.03%	17.98%	12.84%	15.07%	11.64%	12.23%	14.45%
Norton Correctional Facility	221.5	10.94%	10.18%	9.16%	7.35%	12.70%	14.20%	18.40%	12.00%	13.78%	17.57%	14.00%
Nursing, Board of	18	27.59%	14.29%	24.24%	21.62%	5.26%	10.26%	10.26%	10.53%	5.26%	15.79%	5.56%
Optometry Board of Examiners	1	0.00%	200.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Osawatimie State Hospital	373.5	24.51%	25.80%	21.79%	20.33%	18.47%	21.47%	22.35%	28.37%	26.33%	17.19%	20.08%
Parole Board, Kansas	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hosp & Trng Ctr	452.5	9.85%	10.94%	8.98%	10.88%	9.16%	11.50%	16.80%	9.99%	10.89%	7.14%	10.83%
Peace Officers, Std & Trng	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pharmacy, Board of	5.5	20.00%	40.00%	75.00%	0.00%	0.00%	0.00%	18.18%	20.00%	0.00%	18.18%	0.00%
Pittsburg State University	300	8.99%	8.97%	8.91%	5.32%	6.95%	8.00%	9.73%	5.97%	7.93%	6.22%	6.67%
Pooled Money Invest Board	4	N/R	N/R	N/R	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%
Post Audit, Legislative Div of	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Racing & Gaming Comm, Ks	33.5	12.66%	20.25%	10.13%	7.60%	4.88%	7.50%	5.19%	5.13%	7.14%	33.77%	2.99%
Rainbow Mental Health Facility	106	25.37%	26.67%	17.62%	33.78%	23.36%	20.66%	21.40%	16.04%	26.29%	18.96%	27.36%
Real Estate Appraisal Board	1	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate Commission	9.5	10.00%	0.00%	28.57%	0.00%	9.52%	19.05%	10.00%	10.00%	10.53%	0.00%	10.53%
Regents, Board of	13	9.52%	0.00%	0.00%	0.00%	16.22%	10.00%	16.22%	11.11%	0.00%	6.90%	7.69%
Revenue, Department of	977.5	9.17%	9.89%	7.97%	6.92%	7.31%	8.19%	7.89%	7.24%	6.11%	6.27%	5.32%
Revisor of Statutes	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Secretary of State	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Securities Comm, Off of the	20	14.29%	15.79%	12.12%	6.25%	0.00%	5.56%	10.26%	0.00%	8.89%	9.09%	0.00%
Sentencing Comm, Kansas	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehab Serv Dept of	2938.5	10.20%	9.85%	9.10%	10.60%	8.73%	11.79%	11.30%	12.40%	10.82%	9.48%	10.04%
Tax Appeals, Board of	8.5	24.39%	0.00%	11.11%	19.36%	7.41%	0.00%	0.00%	16.67%	10.00%	0.00%	11.76%
Technical Prof, State Bd of	3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%
Technology Enterprise Corp, Ks	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	216.5	21.40%	34.07%	16.47%	10.21%	13.51%	10.02%	18.10%	11.48%	14.67%	15.32%	16.63%
Topeka Juvenile Corr Fac.	NA	15.74%	13.18%	24.39%	19.62%	37.41%	60.83%	N/A	N/A	N/A	N/A	N/A
Transportation, Department of	2780	10.18%	9.27%	9.36%	9.16%	8.37%	10.19%	10.46%	10.53%	9.33%	7.05%	7.66%
Treasurer, State	6	23.26%	20.00%	0.00%	0.00%	8.70%	0.00%	10.53%	11.76%	0.00%	14.29%	0.00%
University of Kansas	NA	21.07%	21.34%	20.34%	16.88%	17.40%	17.46%	1.41%	0.00%	0.00%	N/A	N/A
University of Ks Med Center	408	17.87%	21.48%	16.17%	20.97%	12.75%	13.93%	14.30%	20.22%	16.35%	14.62%	12.25%
Veteran Affairs, Commission on	290	23.24%	29.16%	55.68%	41.97%	35.42%	30.70%	27.20%	28.31%	26.29%	24.29%	23.79%
Veterinary Examiners, Board of	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	17	0.00%	9.52%	19.51%	5.26%	5.56%	0.00%	5.13%	5.41%	5.26%	11.11%	5.88%
Wichita State University	638	14.62%	12.30%	11.90%	13.56%	10.55%	9.84%	13.92%	12.04%	13.22%	9.88%	7.68%
Wildlife & Parks, Department of	397.5	5.18%	6.18%	4.09%	6.11%	4.05%	5.61%	8.51%	6.67%	5.53%	3.74%	7.04%
Winfield Correctional Facility	195.5	16.58%	16.00%	14.65%	13.17%	16.61%	17.17%	16.67%	17.77%	16.41%	15.82%	16.88%
<b>Statewide</b>	<b>20,728</b>	<b>13.01%</b>	<b>13.47%</b>	<b>12.50%</b>	<b>12.69%</b>	<b>11.84%</b>	<b>13.05%</b>	<b>12.83%</b>	<b>13.46%</b>	<b>12.61%</b>	<b>11.12%</b>	<b>11.13%</b>

**Source:** SHARP (FY 2000-2010); excludes unclassified, temporary and student employees. Agencies marked “N/A” have no classified employees. Note: turnover for years prior to FY2010 is calculated based upon the average number of employees for that fiscal year.

**Unclassified Employees, Turnover by Agency  
Fiscal Years 2009 and 2010**

<b>Agency Name</b>	<b>Avg Num Unc Emp FY 2010</b>	<b>% Turnover FY 2009</b>	<b>% Turnover FY 2010</b>
Accountancy, Board of	1	0.00%	0.00%
Adjutant General	151	10.53%	9.27%
Administration, Department of	22	12.24%	4.55%
Administrative Hearings, Office of	1	0.00%	0.00%
Aging, Department of	10.5	22.22%	0.00%
Agriculture, Department of	12	16.67%	8.33%
Animal Health Department	1.5	0.00%	133.33%
Arts Commission, Kansas	1	0.00%	0.00%
Atchison Juvenile Correct.Facility	N/A	N/A	N/A
Attorney General	94.5	12.22%	6.35%
Bank Commissioner, Office of the State	17	0.00%	17.65%
Barbering, Board of	1	0.00%	100.00%
Behavioral Sciences Regulatory Board	3	0.00%	0.00%
Beloit Juvenile Correct.Facility	N/A	N/A	N/A
Blind, School for the	57	6.72%	7.02%
Citizens Utility Ratepayer Bd	6	0.00%	0.00%
Commerce, Department of	11	0.00%	18.18%
Conservation Commission	7	0.00%	14.29%
Corporation Commission	64	15.04%	15.63%
Corrections, Department of	13.5	13.79%	0.00%
Cosmetology, Board of	1	0.00%	0.00%
Credit Unions, Department of	1	0.00%	0.00%
Deaf, School for the	95.5	9.90%	12.57%
Dental Board	1	0.00%	0.00%
Development Finance Authority, Kansas	N/R	N/R	N/R
Education, Department of	36.5	10.26%	16.44%
El Dorado Correctional Facility	1	0.00%	0.00%
Emergency Medical Services	1	0.00%	100.00%
Emporia State University	444	13.26%	6.76%
Ethics Commission, Kansas Gov	8	11.76%	0.00%
Fair, Kansas State	1	0.00%	0.00%
Fire Marshal	1.5	66.67%	0.00%
Fort Hays State University	465	9.63%	13.12%
Governor, Office of the	34	26.87%	17.65%
Healing Arts, State Board of	13.5	10.00%	14.81%
Health & Environment, Department of	12	8.00%	0.00%
Health Care Stabilization Fund Bd of Gov	11.5	28.57%	8.70%
Health Policy Authority, Kansas	139.5	8.76%	8.60%
Highway Patrol	7	14.29%	0.00%
Historical Society, State	1	0.00%	0.00%
Housing Resources Corp, Kansas	N/R	N/R	N/R
Human Rights Commission, Kansas	2	0.00%	50.00%
Indigents Defense Services Board	106.5	15.32%	11.27%
Insurance Department	107	3.74%	10.28%
Investigation, Kansas Bureau of	5	16.67%	20.00%
Judicial Branch	1816	8.25%	5.51%
Judicial Council	7	0.00%	0.00%
Juvenile Correctional Complex	2	0.00%	100.00%
Juvenile Justice Authority	9	11.11%	0.00%
Kansas Inc	2	50.00%	0.00%
Kansas Public Employees Ret Sys	17	5.88%	0.00%
Kansas State University	2565.5	7.29%	7.06%
Kansas Development Finance Authority	N/R	N/R	N/R
Labor, Department of	30	3.33%	6.67%
Lansing Correctional Facility	1	0.00%	0.00%
Larned Correctional Mental Health Fac.	1	0.00%	0.00%
Larned Juvenile Correctional Facility	2	50.00%	0.00%
Larned State Hospital	22.5	43.48%	31.11%
Legislative Coordinating Council	10.5	0.00%	0.00%
Legislative Research Department	40	10.00%	10.00%
Legislature	198	4.95%	3.03%

**Unclassified Employees, Turnover by Agency  
Fiscal Years 2009 and 2010**

<b>Agency Name</b>	<b>Avg Num Unc Emp FY 2010</b>	<b>% Turnover FY 2009</b>	<b>% Turnover FY 2010</b>
Library, State	0.5	200.00%	0.00%
Lieutenant Governor, Office of the	2.5	0.00%	120.00%
Lottery, The Kansas	37	5.19%	0.00%
Mortuary Arts, Board of	1	0.00%	0.00%
Neurological Institute, Kansas	3	0.00%	0.00%
Norton Correctional Facility	1	0.00%	0.00%
Nursing, Board of	2.5	0.00%	40.00%
Osawatimie State Hospital	20	4.76%	25.00%
Parole Board	3	0.00%	33.33%
Parsons State Hospital & Trng Ctr	6	0.00%	0.00%
Peace Officers, Std and Trng	4.5	25.00%	0.00%
Pharmacy, Board of	1	0.00%	0.00%
Pittsburg State University	463	6.51%	7.78%
Pooled Money Investment Board	2	50.00%	0.00%
Post Audit, Legislative Division of	33	5.63%	30.30%
Racing & Gaming Commission, Kansas	16	0.00%	12.50%
Rainbow Mental Health Facility	5	0.00%	40.00%
Real Estate Appraisal Board	1	0.00%	0.00%
Real Estate Commission	2	0.00%	0.00%
Regents, Board of	43.5	2.38%	6.90%
Revenue, Department of	28.5	7.02%	7.02%
Revisor of Statutes	29	6.67%	10.34%
Secretary of State	47.5	4.12%	14.74%
Securities Commissioner, Office of the	10	0.00%	0.00%
Sentencing Commission, Kansas	8	23.53%	12.50%
Social & Rehabilitation Services, Dept of	29.5	16.39%	0.00%
Tax Appeals, Board of	10	0.00%	0.00%
Technical Professions, State Board of	2	50.00%	0.00%
Technology Enterprise Corp, Kansas	10	34.78%	40.00%
Topeka Correctional Facility	1	0.00%	0.00%
Transportation, Department of	12	25.00%	0.00%
Treasurer, State	32.5	0.00%	9.23%
University of Kansas	5049.5	20.95%	18.75%
University of Kansas Medical Center	2680	14.49%	14.40%
Veteran Affairs, Commission on	5	20.00%	0.00%
Veterinary Examiners, Board of	3	0.00%	0.00%
Water Office, Kansas	3	33.33%	0.00%
Wichita State University	1180	10.28%	8.31%
Wildlife & Parks, Department of	7.5	28.57%	0.00%

**Source:** SHARP (FY 2010); Includes unclassified, regular employees. Excludes classified employees, students and temporary employees.



## Agency Turnover FY 2010

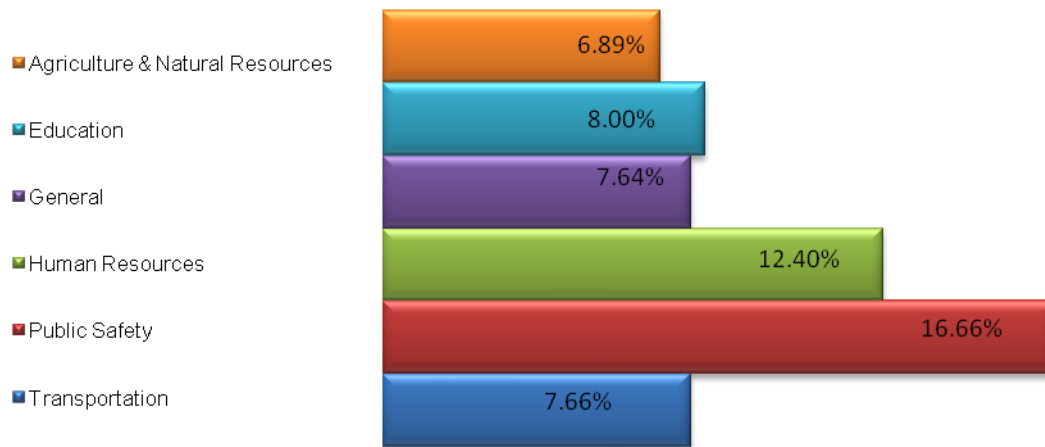
### Agencies with less than 10% Turnover: Classified Employees

Excludes agencies with less than an average of 100 classified employees for FY 2010.

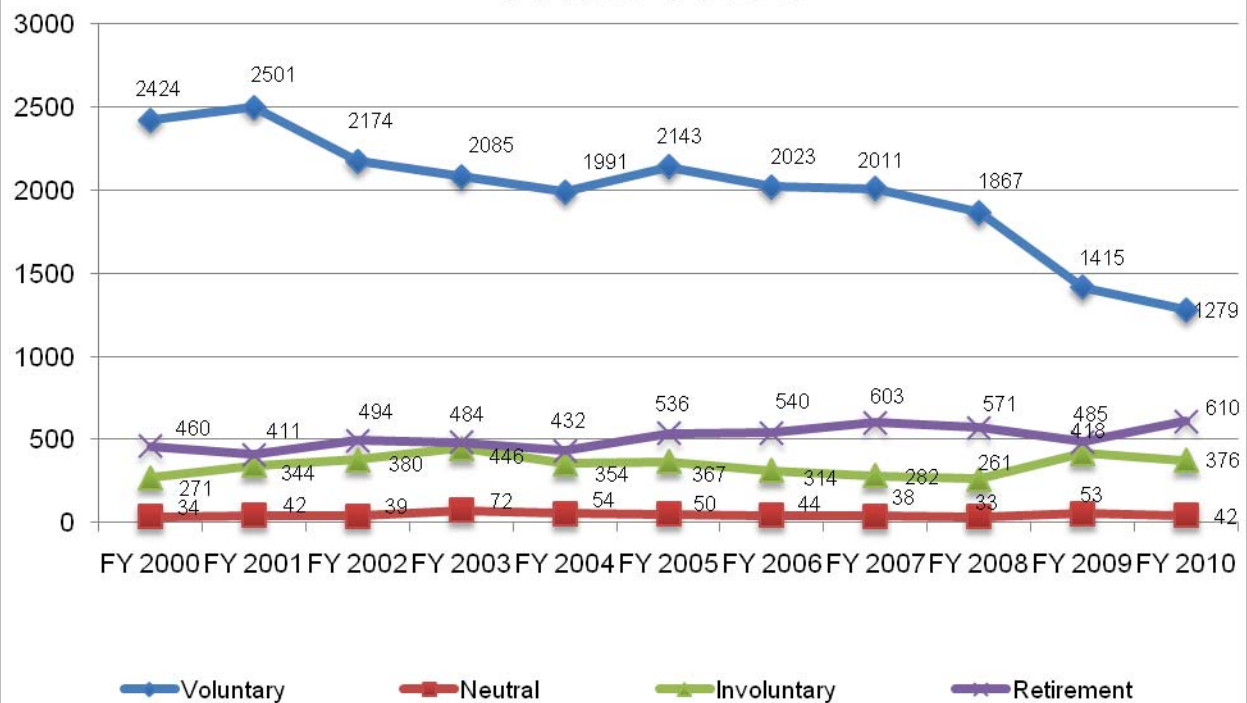
Agency Name	Avg Number of Classified Employees	Turnover
Emporia State University	280	3.21%
Fort Hays State University	283.5	4.94%
Corporation Commission	138.5	5.05%
Revenue, Department of	977.5	5.32%
Highway Patrol	802.5	5.61%
Health & Environment, Dept of	694.5	6.62%
Pittsburg State University	300	6.67%
Wildlife & Parks, Department of	397.5	7.04%
Labor, Department of	392.5	7.13%
Agriculture, Department of	261.5	7.27%
Health Policy Authority, Kansas	106	7.55%
Transportation, Department of	2780	7.66%
Wichita State University	638	7.68%
Kansas State University	1504	8.58%
Education, Department of	149.5	8.70%
Corrections, Dept of	224	8.93%
Administration, Department of	489.5	8.99%
Investigation, Kansas Bureau of	152.5	9.18%
Wichita State University	637.5	9.88%

**Source:** SHARP (FY 2010); Excludes unclassified, temporary and student employees.

### Turnover by Function of Government FY 2010 Classified Service



### Turnover by Reason: Classified Employees: FY 2000- FY 2010



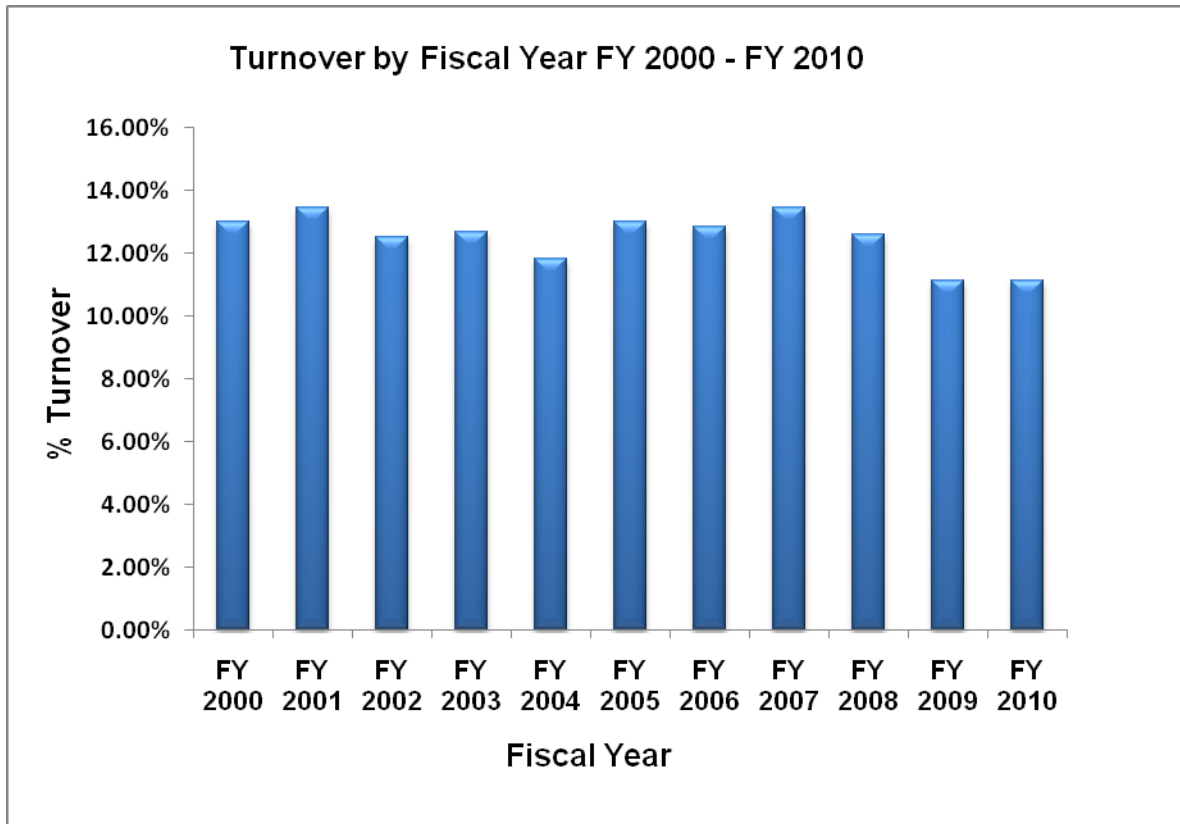
**Source:** SHARP (FY2000-2010); Excludes unclassified, temporary and student employees.

**Turnover: Classified Job Classes Above the FY 2010 State Average (11.13%)**

Job Class	Avg Num of Employees FY 2010	Turnover Rate										
		FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007	FY2008	FY2009	FY2010
Activity Specialist I	54.5	2.17%	18.95%	8.42%	12.63%	2.11%	4.12%	12.63%	6.12%	13.73%	15.38%	14.68%
Activity Therapist I	37	8.70%	5.88%	11.94%	6.15%	8.45%	10.96%	5.48%	13.33%	13.16%	2.63%	13.51%
Administrative Assistant	744	NA	NA	30.77%	16.62%	13.56%	14.67%	14.76%	13.69%	10.92%	11.50%	11.29%
Agricultural Assistant	17	9.52%	100.00%	30.77%	45.16%	51.61	29.41%	12.50%	62.86%	50.00%	34.04%	29.41%
Animal Science Technician I	27.5	10.39%	16.17%	9.62%	21.33	10.67	17.95	20.00	29.51%	32.26%	16.67%	14.55%
Certified Nurse Aide I	64.5	NA	NA	NA	NA	NA	NA	39.46%	53.90%	40.88%	42.03%	35.66%
Certified Nurse Aide II	48	NA	NA	NA	NA	NA	4.65%	17.58%	12.12%	18.87%	12.96%	14.58%
Communications Specialist I	17	51.06%	40.96%	0.33	28.99%	30.43%	63.41%	35.00%	51.43%	28.57%	15.00%	23.53%
Cook Senior	89	NA	NA	0.00	15.15%	15.38%	12.90%	14.29%	12.31%	0.00%	18.18%	17.98%
Corrections Officer I (A)	596	39.93%	45.50%	0.44	45.57%	51.28%	50.62%	52.13%	51.15%	51.19%	45.70%	42.11%
Corrections Officer I (B)	408.5	12.68%	11.51%	11.36%	13.10%	10.83%	15.68%	13.19%	14.67%	12.82%	13.14%	14.69%
Corrections Officer II	403.5	11.45%	15.37%	12.29%	9.74%	14.15%	10.10%	10.31%	11.41%	10.23%	14.82%	12.14%
Corrections Specialist III	50.5	4.08%	4.00%	10.00%	10.00%	3.88%	5.88%	8.00%	1.94%	5.77%	7.84%	11.88%
Custodial Specialist	553.5	44.19%	29.91%	26.72%	22.75%	20.31%	17.53%	14.89%	13.21%	9.06%	13.59%	13.01%
Economic Dev Rep III	24	14.55%	11.32%	18.52%	10.53%	10.34%	5.97%	4.55%	14.04%	3.64%	12.00%	12.50%
Equipment Mech Specialist	29.5	NA	NA	26.67%	0.00%	35.29%	0.00%	11.11%	5.13%	10.00%	0.00%	13.56%
Equipment Operator	512	NA	NA	35.15%	9.14%	11.29%	17.48%	17.87%	17.40%	11.84%	9.06%	11.33%
Equipment Operator Trainee	20	3.67%	11.67%	35.15%	34.59%	36.99%	44.94%	40.00%	40.00%	38.46%	53.90%	35.00%
Food Service Worker	78	52.17%	56.98%	46.15%	39.31%	51.19%	50.60%	36.25%	57.69%	40.26%	29.49%	35.67%
Gen Maint And Repair Tech Sr	152.5	NA	NA	8.02%	12.99%	8.86%	12.80%	10.42%	8.67%	12.61%	18.84%	11.15%
Health Facility Surveyor I	68	29.46%	11.51%	22.22%	24.06%	13.85%	11.51%	20.83%	15.28%	20.55%	15.49%	19.12%
Human Resource Prof II	50.5	10.71%	12.07%	4.72%	14.40%	7.48%	0.00%	12.39%	5.36%	9.52%	5.83%	11.88%
Human Resource Prof III	49	2.70%	9.30%	6.59%	2.22%	10.75%	7.41%	5.41%	15.19%	11.36%	6.12%	12.24%
Human Services Counselor	104.5	NA	NA	NA	NA	24.74%	8.16%	10.68%	14.22%	12.33%	12.44%	12.37%
Juvenile Corrections Officer I	188	22.75%	22.03%	28.86%	23.84%	40.08%	42.41%	40.92%	38.18%	37.47%	55.24%	51.06%
Juvenile Corrections Officer II	17.5	15.19%	6.82%	12.77%	12.12%	26.80%	22.73%	15.56%	16.47%	20.00%	19.18%	22.86%
Laboratory Technician II	19	4.08%	11.76%	14.55%	10.53%	3.39%	7.02%	12.50%	19.05%	24.39%	4.88%	15.79%
Library Assistant III	39.5	0.00%	2.63%	7.23%	9.30%	6.12%	11.54%	6.82%	11.11%	2.60%	7.14%	15.19%
Licensed Mental Health Tech	47.5	NA	NA	NA	NA	NA	NA	9.70%	10.96%	13.01%	5.50%	21.05%
Licensed Practical Nurse	33	21.05%	49.35%	29.73%	36.62%	27.16%	6.90%	22.22%	23.08%	39.39%	17.33%	42.42%
Licensed Practical Nurse Sr	99.5	4.30%	33.01%	26.79	25.00%	27.20%	20.00%	20.78%	27.27%	22.80%	27.84%	26.13%
Management Sys Analyst I	71.5	2.08%	3.67%	7.08	5.26%	3.17%	6.90%	3.97%	4.97%	3.55%	12.58%	11.19%
Mental Health/Disability Tech	817.5	NA	NA	NA	NA	NA	NA	16.70%	16.75%	15.65%	13.91%	18.96%
Mental Health/Dis Tech Trn	61.5	NA	NA	NA	NA	NA	NA	54.12%	73.63%	115.04%	81.40%	47.15%
Microbiologist II	17.5	4.26	4.35	4.55	18.18	13.95	25	16.22%	11.11%	5.56%	5.71%	11.43%
Natural Resource Officer I	59.5	NA	NA	NA	NA	2.78	7.58	6.61%	4.80%	6.30%	1.59%	11.76%
Painter	16	12.33%	18.32%	16.22	17.58%	8.96%	24.56%	4.26%	10.53%	22.22%	12.12%	12.50%
Procurement Officer I	24	14.81%	0.00%	3.17	0.00%	9.23%	3.28%	0.00%	0.00%	4.44%	0.00%	12.50%
Program Consultant II	198	6.33%	5.71%	9.77%	12.27%	9.16%	9.16%	6.90%	10.91%	7.59%	12.53%	12.63%
Program Services Manager II	43.5	16.22%	12.12%	7.41%	8.70%	3.17%	0.00%	7.55%	16.49%	6.98%	0.00%	11.49%
Program Specialist I	105	15.04%	16.81%	8.73%	11.11%	13.58%	18.47%	21.15%	19.90%	24.76%	16.75%	21.90%
Program Specialist II	43.5	12.66%	16.46%	12.57%	10.42%	8.04%	10.70%	10.81%	29.45%	41.18%	18.00%	11.49%
Psychologist II	26	15.15%	8.70%	11.43%	34.48%	15.09%	10.91%	21.05%	19.67%	10.91%	20.41%	23.08%
Registered Nurse	19.5	NA	NA	NA	NA	21.28%	23.81%	53.33%	6.67%	30.30%	26.67%	25.64%
Registered Nurse Senior	181.5	NA	NA	NA	NA	22.75%	21.88%	30.49%	25.91%	24.00%	20.60%	24.79%
Safety And Security Officer I	105.5	24.30%	20.44%	23.58%	26.18%	16.75%	14.81%	20.32%	29.59%	29.27%	27.49%	12.84%
Safety And Security Officer II	26	16.67%	16.67%	25.00%	6.67%	6.25%	5.26%	4.76%	21.28%	32.00%	0.00%	11.54%
Social Work Supervisor	73.5	1.14%	3.51%	5.92%	9.76%	5.30%	9.68%	7.34%	16.62%	9.09%	2.65%	13.67%
Social Worker Specialist	389.5	NA	NA	0.00%	4.44%	17.02%	21.53%	15.13%	16.62%	12.78%	16.60%	12.32%
Special Agent - KBI	15.5	0.00%	19.35%	6.06%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	19.35%
State Auditor II	80.5	16.42%	16.67%	4.30%	5.35%	7.92%	5.56%	8.28%	6.80%	10.67%	2.56%	11.18%
System Software Analyst II	24.5	NA	NA	NA	NA	NA	6.06%	6.15%	10.00%	4.00%	4.44%	12.24%
Technology Support Cons I	41.5	NA	NA	NA	NA	NA	0.00%	6.06%	6.84%	5.71%	6.06%	12.05%
University Police Officer	58	19.12%	11.85%	12.40%	14.06%	10.53%	17.52%	10.94%	17.09%	12.28%	17.24%	15.52%
Utility Worker	24.5	30.67%	28.57%	35.51%	30.38%	26.09%	16.67%	14.71%	26.92%	14.63%	5.41%	16.33%
Veterinary Technician II	21.5	19.05%	16.00%	0.00%	0.00%	16.67%	46.67%	20.00%	42.42%	23.53%	25.64%	13.95%

**Comments:** Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (11.13%).

**Source:** SHARP (FY 2000-2010); excludes unclassified, temporary and student employees.



**Source:** SHARP (FY 2000-2010); Excludes unclassified, temporary and student employees

## Job Class Turnover FY 2010

Classified Job Classes with 0% Turnover in FY 2010			
Job Title	Average Number of Employees	Job Title	Average Number of Employees
Animal Science Technician II	23	Librarian I	17
Buildings System Technician	50	Management Systems Analyst III	20.5
Computer Operations Supv	16	Network Control Technician II	16
Database Administrator III	16	Network Service Technician III	22
Environmental Scientist V	22	Parole Supervisor	15
Environmental Technician IV	16	Professional Environ Eng II	18
Equipment Planning Techn I	25	Property Appraiser I	19
Food, Drug And Lodg Surv I	23	Research Technologist	15.5
Graphic Designer Specialist	31	Technology Support Supervisor	20.5
*Excludes job classes with less than an average of 15 employees in FY 2010.			

Classified Job Classes with 20% or Higher Turnover Rates in FY 2010		
Job Title	Avg Num of Employees	Turnover
Agricultural Assistant	17	29.41%
Certified Nurse Aide I	64.5	35.66%
Communications Specialist I	17	23.53%
Corrections Officer I (A)	596	42.11%
Equipment Operator Trainee	20	35.00%
Food Service Worker	78.5	35.67%
Juvenile Corrections Offcr III	17.5	22.86%
Juvenile Corrections Officer I	188	51.06%
Licensed Mental Health Tech	47.5	21.05%
Licensed Practical Nurse	33	42.42%
Licensed Practical Nurse Sr	99.5	26.13%
MHDD Technician Trn	61.5	47.15%
Program Specialist I	105	21.90%
Psychologist II	26	23.08%
Registered Nurse	19.5	25.64%
Registered Nurse Senior	181.5	24.79%
*Excludes job classes with less than an average of 15 employees in FY 2010		

**Source:** SHARP (FY 2010)); Excludes unclassified, temporary and student employees.

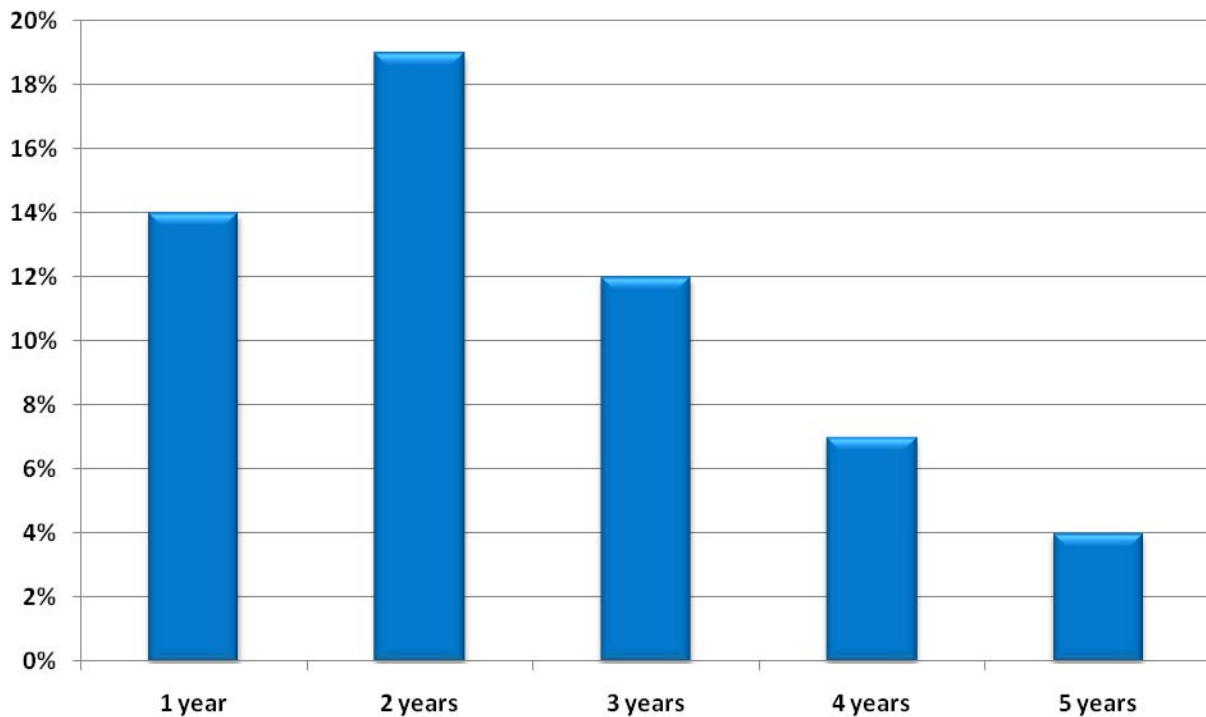
**Turnover: Unclassified Job Classes Above the FY 2010 State Average  
(12.39%)**

<b>Job Class</b>	<b>Average Number of Employees</b>	<b>% Turnover</b>
Lecturer	316.5	135.55%
Teaching Assistant	22	68.18%
Tutor	65.5	62.60%
Medical Resident Year 6	29	48.28%
Dormitory Teacher	15.5	45.16%
Medical Resident Year 5	75	37.33%
Counselor	50	36.00%
Mental Health Participant	92.5	35.68%
Fellow (Post Doc Res)	206.5	35.35%
Medical Resident Year 4	91.5	33.88%
Physician Specialist	37	32.43%
Appointive State Agency Head	27.5	29.09%
Research Assistant	360.5	26.91%
Fam Support Advocate	19	26.32%
Programmer II	15.5	25.81%
Research Aide	30.5	22.95%
Clinical Instructor	44	22.73%
Plumber Senior	22	22.73%
Medical Resident Year 1	58	20.69%
Secretary I	34	20.59%
Custodian	167.5	19.70%
Consultant	20.5	19.51%
Administrative Associate	116	18.97%
Medical Resident Year 3	119	18.49%
Senior Coordinator	98	18.37%
Department Director	17	17.65%
Senior Scientist	42.5	16.47%
Research Associate	261	16.09%
Special Assistant	21	14.29%
Staff Assistant	37.5	13.33%
Research Analyst	116	12.93%
Executive Director	39	12.82%
Head Of Division Of State Agcy	23.5	12.77%
Executive Assistant	23.5	12.77%

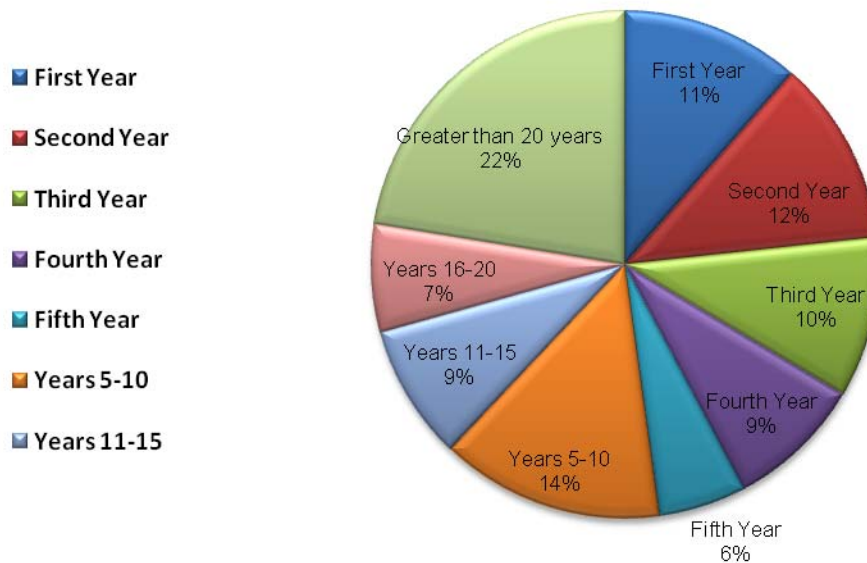
**Comments:** Some job classes, such as Lecturer and Medical Resident would be expected to have a high turnover rate.

**Source:** SHARP (FY 2010); Includes unclassified, regular employees. Excludes classified employees, students and temporary employees. Excludes job codes with less than 15 unclassified employees.

### Turnover by Length of Service - FY 2010 Classified Employees with 5 yrs or less service

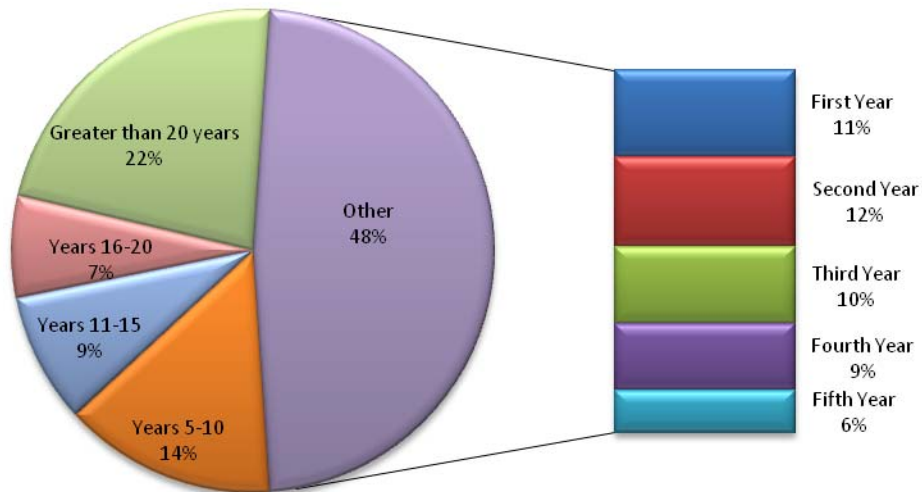


### Classified Employees Terminations by Length of Service: FY2010

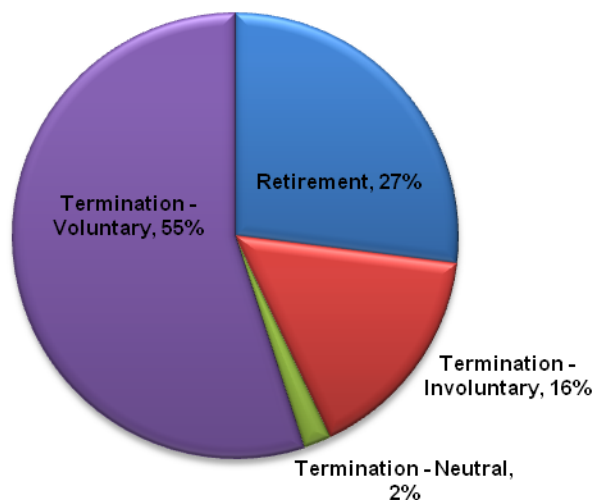


**Source:** SHARP (FY 2010); Excludes unclassified, temporary and student employees.

**Classified Employees:  
Contribution of Service Length to Number of Terminations  
FY 2010**



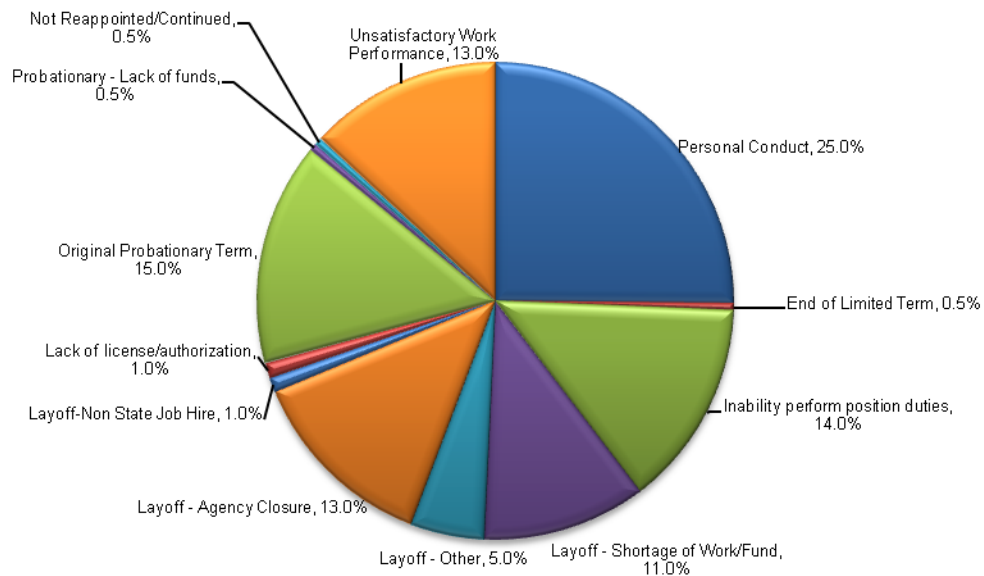
**STATE OF KANSAS  
FY 2010 Classified Employee Turnover Due to Leaving State  
Service**



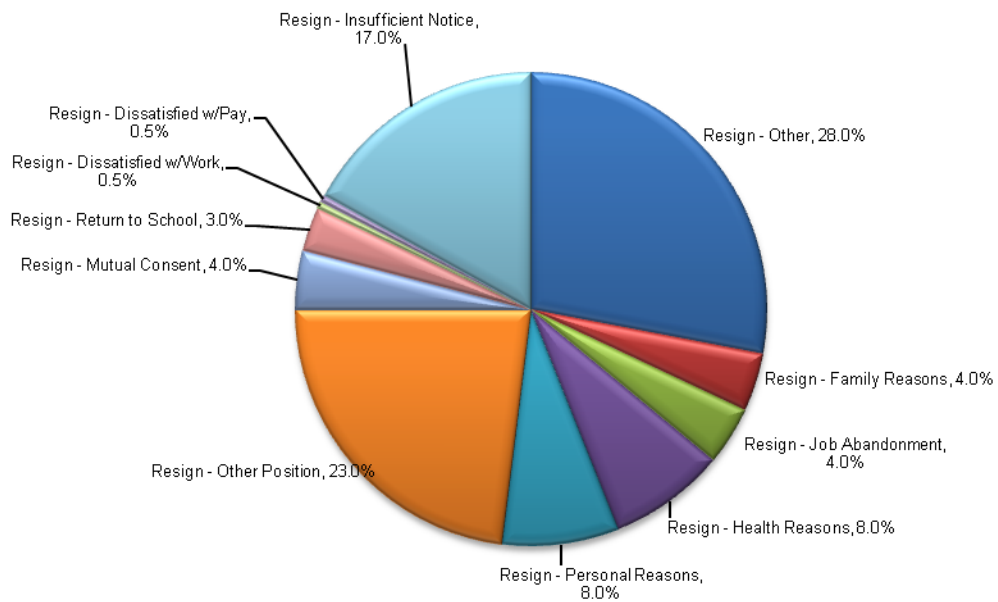
**Source:** SHARP (2010); Excludes unclassified, temporary and student employees.



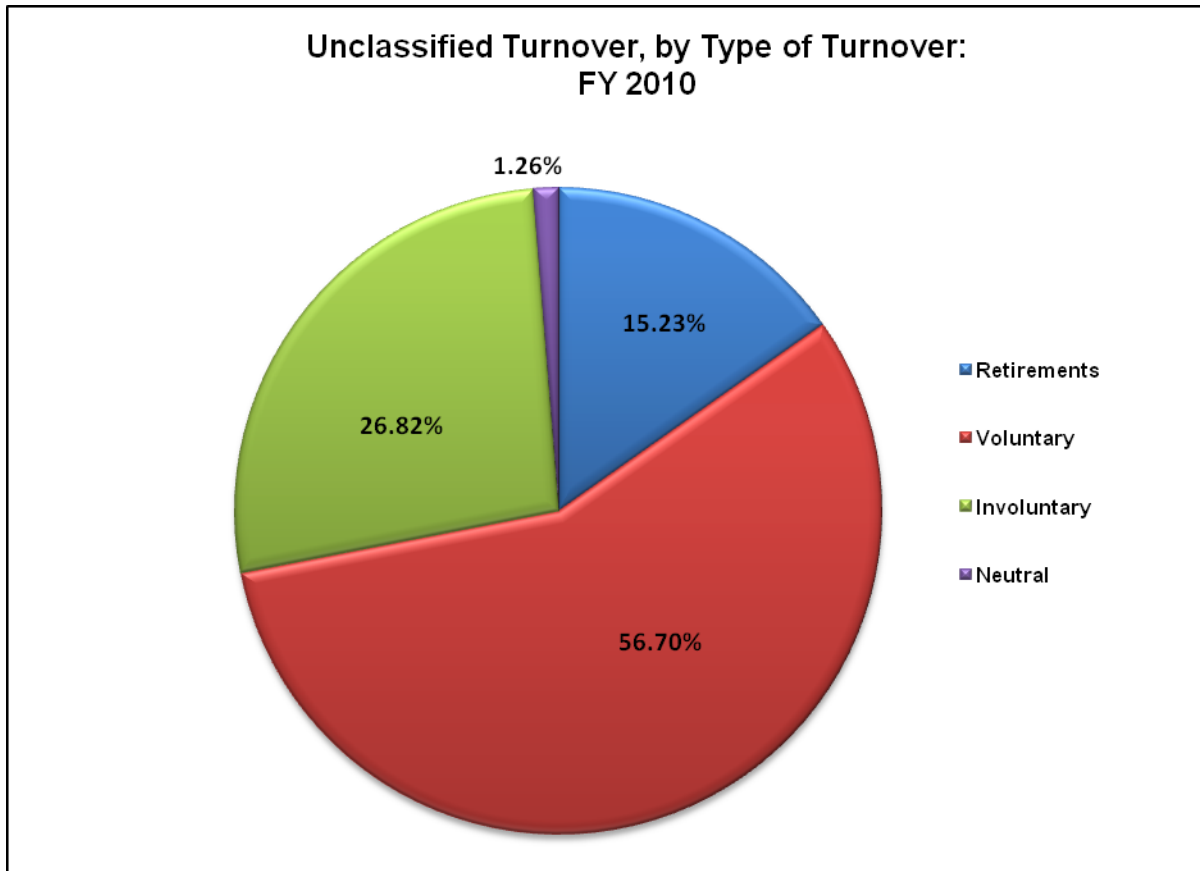
### FY 2010 Classified Employee Terminations Involuntary Terminations by Type of Termination



### FY 2010 Classified Employee Terminations Voluntary Terminations by Type of Termination



**Source:** SHARP (FY 2010); Excludes unclassified, temporary and student employees.



**Source:** SHARP (FY 2010); Includes unclassified, regular employees. Excludes classified employees, students and temporary employees.

## Retirement Analysis

### Criteria use for the retirement charts:

- All data includes classified regular, unclassified regular and unclassified temporary employees.
- All retirement data includes early retirements.
- Retirement buy back options were not considered in retirement calculations.
- The data for this section was generated from SHARP as of July 1, 2009
- All retirement calculations are based on the service date and birth date as reported in SHARP. This does not account for employees who may have other KPERS eligible service.
- Employees not contributing to the Kansas Public Employees Retirement System (KPERS) are not included in this data, with the exception of counts of state employees, which includes all employees except temporary and student employees.

### Retirement Eligibility Criteria

- Employees age 65 or over;
- Employees age 62 or over, with 10 years of qualifying state employment
- Employees qualifying under the "85 point" plan; OR
- Employees age 55 or over with 10 years of service (not qualifying under any of the previous three criteria) taking *early* retirement with reduced benefits.

**Actual and Eligible Retirements by Agency**  
Fiscal Year 2010

Agency Name	Number of Employees Fiscal Year 2010	Actual Retirements		Retirement Eligibles by December 2015			
		FY 2010		Early	Full	Total	% Eligible
Accountancy, Board of	2	0	0	1	1	50%	
Adjutant General	168	4	30	36	66	39%	
Administration, Department of	478	16	47	186	233	49%	
Administrative Hearings, Office of	9	0	3	4	7	78%	
Aging, Department of	154	7	25	62	87	56%	
Agriculture, Department of	266	4	31	68	99	37%	
Animal Health Department	25	1	6	12	18	72%	
Arts Commission, Kansas	6	0	0	0	0	0%	
Attorney General	76	0	14	14	28	37%	
Bank Commissioner, Office of the State	87	0	8	17	25	29%	
Barbering, Board of	2	3	0	0	0	0%	
Behavioral Sciences Regulatory Bd	8	1	0	2	2	25%	
Beloit Juvenile Correctional Facility	N/R	N/R	N/R	N/R	N/R	N/R	
Blind, School for the	72	1	10	34	44	61%	
Citizens Utility Ratepayer Bd	5	0	2	0	2	40%	
Commerce, Department of	253	6	18	87	105	42%	
Conservation Commission	11	1	2	4	6	55%	
Corporation Commission	186	7	23	75	98	53%	
Corrections, Department of	282	3	26	76	102	36%	
Cosmetology, Board of	11	0	1	5	6	55%	
Credit Unions, Department of	13	0	0	5	5	38%	
Deaf, School for the	117	7	21	35	56	48%	
Dental Board	3	0	0	2	2	67%	
Education, Department of	167	7	22	62	84	50%	
El Dorado Correctional Facility	399	8	6	16	22	6%	
Ellsworth Correctional Facility	210	6	11	13	24	11%	
Emergency Medical Services	11	0	0	7	7	64%	
Emporia State University	N/R	N/R	NR	N/R	N/R	N/R	
Ethics Commission, Kansas Gov	8	0	0	4	4	50%	
Fair, Kansas State	23	0	4	3	7	30%	
Fire Marshal	47	5	1	17	18	38%	
Fort Hays State University	N/R	N/R	N/R	N/R	N/R	N/R	
Governor, Office of the	29	0	0	7	7	24%	
Healing Arts, State Board of	38	0	6	6	12	32%	
Health & Environment, Department of	701	12	120	228	348	50%	
Health Care Stabilization Fund Bd of Gov	17	1	2	6	8	47%	
Health Policy Authority, Kansas	225	0	16	65	81	36%	
Highway Patrol	788	18	31	96	127	16%	
Historical Society, Kansas State	92	1	9	44	53	58%	
Housing Resources Corp, Kansas	N/R	N/R	N/R	N/R	N/R	N/R	
Human Rights Commission, Kansas	21	3	3	9	12	57%	
Hutchinson Correctional Facility	500	12	8	26	34	7%	
Indigents Defense Services Board	153	0	26	25	51	33%	
Insurance Department	111	5	13	47	60	54%	
Investigation, Kansas Bureau of	151	5	9	26	35	23%	
Judicial Branch	1736	23	219	612	831	48%	
Judicial Council	7	0	1	2	3	43%	
Juvenile Correctional Complex	223	6	14	39	53	24%	
Juvenile Justice Authority	25	0	3	6	9	36%	
Kansas Inc	2	0	0	1	1	50%	

## Actual and Eligible Retirements by Agency

Fiscal Year 2010

### Actual Retirements

Agency Name	Number of Employees Fiscal Year 2010	FY 2010	Retirement Eligibles by December 2015			
			Early	Full	Total	% Eligible
Kansas Public Employees Retirement Sys	83	1	13	22	35	42%
Kansas State University	N/R	N/R	N/R	N/R	N/R	N/R
Labor, Department of	414	15	51	170	221	53%
Lansing Correctional Facility	657	15	8	27	35	5%
Larned Correctional Mental Health Fac.	164	2	7	5	12	7%
Larned Juvenile Correctional Facility	113	2	0	19	19	17%
Larned State Hospital	824	19	67	208	275	33%
Legislative Coordinating Council	11	0	2	8	10	91%
Legislative Research Department	38	4	7	11	18	47%
Legislature	30	1	4	13	17	57%
Library, State	19	2	6	9	15	79%
Lieutenant Governor, Office of the	4	0	0	0	0	0%
Lottery, The Kansas	78	1	16	31	47	60%
Mortuary Arts, Board of	3	0	0	3	3	100%
Neurological Institute, Kansas	424	13	53	136	189	45%
Norton Correctional Facility	217	4	5	9	14	6%
Nursing, Board of	20	0	3	4	7	35%
Optometry Board of Examiners	1	0	0	0	0	0%
Osawatomie State Hospital	393	16	28	101	129	33%
Parole Board, Kansas	3	1	0	1	1	33%
Parsons State Hospital & Trng Ctr	443	10	41	129	170	38%
Peace Officers, Std & Trng	3	0	0	1	1	33%
Pharmacy, Board of	6	0	2	2	4	67%
Pittsburg State University	N/R	N/R	NR	N/R	N/R	N/R
Post Audit, Legislative Division of	19	4	1	2	3	16%
Racing & Gaming Commission	46	1	1	12	13	28%
Rainbow Mental Health Facility	111	4	7	29	36	32%
Real Estate Appraisal Board	2	0	1	1	2	100%
Real Estate Commission	10	0	1	5	6	60%
Regents, Board of	53	2	1	24	25	47%
Revenue, Department of	980	29	95	328	423	43%
Revisor of Statutes	28	1	0	16	16	57%
Secretary of State	46	1	7	8	15	33%
Securities Commissioner, Office of the	30	0	4	10	14	47%
Sentencing Commission, Kansas	6	0	1	3	4	67%
Social & Rehabilitation Services, Dept of	2822	86	317	977	1294	46%
Tax Appeals, Board of	18	1	1	5	6	33%
Technical Professions, State Board of	5	0	0	2	2	40%
Technology Enterprise Corp, Kansas	8	0	0	2	2	25%
Topeka Correctional Facility	216	8	3	14	17	8%
Transportation, Department of	2690	65	324	834	1158	43%
Treasurer, State	44	0	4	11	15	34%
University of Kansas	N/R	N/R	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/R	N/R	N/R	N/R	N/R	N/R
Veteran Affairs, Commission on	258	7	34	63	97	38%
Veterinary Examiners, Board of	3	0	1	1	2	67%
Water Office, Kansas	20	1	4	4	8	40%
Wichita State University	N/R	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	398	13	28	128	156	39%
Winfield Correctional Facility	162	10	2	14	16	10%
<b>Total</b>	<b>19841</b>	<b>512</b>	<b>1939</b>	<b>5480</b>	<b>7419</b>	
<b>Statewide</b>						<b>37%</b>

**Source:** SHARP (FY2010). Excludes temporary and student employees. "N/R" indicates the information was not reported. Number of employees includes employees not participating in KPERS.

**Agencies with 40% or more of their workforce consisting of employees that are retirement eligible by 2015**

Excludes agencies with less than 100 employees for FY 2010

Aging, Department of	56%
Insurance Department	54%
Labor, Department of	53%
Corporation Commission	53%
Health & Environment, Department of	50%
Education, Department of	50%
Administration, Department of	49%
Judicial Branch	48%
Deaf, School for the	48%
Social & Rehabilitation Services, Dept of	46%
Neurological Institute, Kansas	45%
Transportation, Department of	43%
Revenue, Department of	43%
Commerce, Department of	42%

**Agencies with 15% or less of their workforce consisting of employees that are retirement eligible by 2015**

Excludes agencies with less than 100 employees for FY2010

El Dorado Correctional Facility	6%
Ellsworth Correctional Facility	11%
Hutchinson Correctional Facility	7%
Lansing Correctional Facility	5%
Larned Correctional Mental Health Fac.	7%
Norton Correctional Facility	6%
Topeka Correctional Facility	8%
Winfield Correctional Facility	10%

**Source:** SHARP (FY 2010). Excludes temporary and student employees.

**Classified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2010

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	N/R	N/R	N/R	N/R
Adjutant General	40	4481.25	84492.52	112.03	\$2,112.31
Administration, Department of	457	65233.75	1316135.49	142.74	\$2,879.95
Administrative Hearings, Office of	8	1283.75	31299.32	160.47	\$3,912.42
Aging, Department of	144	20287.25	435776.57	140.88	\$3,026.23
Agriculture, Department of	254	32396.25	698827.15	127.54	\$2,751.29
Animal Health Department	24	3522.75	73113.99	146.78	\$3,046.42
Arts Commission, Kansas	5	655.5	13488.98	131.10	\$2,697.80
Atchison Juvenile Correctional Fac	N/A	N/A	N/A	N/A	N/A
Attorney General	0	N/A	N/A	N/A	N/A
Bank Commissioner, Office of the State	70	8516.25	205484.40	121.66	\$2,935.49
Barbering, Board of	1	N/R	N/R	N/R	N/R
Behavioral Sciences Regulatory Bd	5	472	8839.68	94.40	\$1,767.94
Beloit Juvenile Correctional Facility	N/A	N/A	N/A	N/A	N/A
Blind, School for the	19	3025.75	56267.33	159.25	\$2,961.44
Citizens Utility Ratepayer Bd	0	N/A	N/A	N/A	N/A
Commerce, Department of	242	28452.24	589512.16	117.57	\$2,436.00
Conservation Commission	4	N/R	N/R	N/R	N/R
Corporation Commission	133	17999.25	384201.52	135.33	\$2,888.73
Corrections, Department of	269	34064	688594.47	126.63	\$2,559.83
Cosmetology, Board of	10	964.5	13872.40	96.45	\$1,387.24
Credit Unions, Department of	12	1215.25	29916.47	101.27	\$2,493.04
Deaf, School for the	31	4588.25	70959.53	148.01	\$2,289.02
Dental Board	2	N/R	N/R	N/R	N/R
Education, Department of	142	18053.5	374693.14	127.14	\$2,638.68
El Dorado Correctional Facility	398	46822.5	765934.30	117.64	\$1,924.46
Ellsworth Correctional Facility	210	24062.5	413871.07	114.58	\$1,970.81
Emergency Medical Services	10	1540	31750.81	154.00	\$3,175.08
Emporia State University	N/R	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	0	N/A	N/A	N/A	N/A
Fair, Kansas State	22	2175	38138.97	98.86	\$1,733.59
Fire Marshal	45	5301.5	120578.65	117.81	\$2,679.53
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	0	N/A	N/A	N/A	N/A
Healing Arts, State Board of	29	3233	58416.48	111.48	\$2,014.36
Health & Environment, Department of	690	87190.5	1979808.99	126.36	\$2,869.29
Health Care Stabilization Fund Bd of Gov	6	649.5	10597.17	108.25	\$1,766.20
Health Policy Authority, Kansas	103	12662.75	270286.89	122.94	\$2,624.14
Highway Patrol	781	101434	2433552.59	129.88	\$3,115.94
Historical Society, Kansas State	91	11978.5	226526.81	131.63	\$2,489.31
Housing Resources Corp, Kansas	NA	N/A	N/A	N/R	N/R
Human Rights Commission, Kansas	20	3087.75	61256.44	154.39	\$3,062.82
Hutchinson Correctional Facility	500	55622.5	936623.47	111.25	\$1,873.25
Indigents Defense Services Board	61	7474.5	124897.84	122.53	\$2,047.51
Insurance Department	16	2246.25	34730.15	140.39	\$2,170.63
Investigation, Kansas Bureau of	146	18267.25	441214.34	125.12	\$3,022.02
Judicial Branch	0	N/A	N/A	N/A	N/A
Judicial Council	0	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	222	24585.5	376542.94	110.75	\$1,696.14
Juvenile Justice Authority	17	2293.5	48030.49	134.91	\$2,825.32
Kansas Inc	0	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	66	8415	163629.24	127.50	\$2,479.23
Kansas State University	N/R	N/R	N/R	N/R	N/R
Labor, Department of	385	52505.5	1114066.57	136.38	\$2,893.68
Lansing Correctional Facility	656	73151.25	1245290.61	111.51	\$1,898.31
Larned Correctional Mental Health Fac.	163	19616	334629.04	120.34	\$2,052.94
Larned Juvenile Correctional Facility	111	14636	242590.87	131.86	\$2,185.50
Larned State Hospital	803	93489.5	1549739.54	116.43	\$1,929.94
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A	N/A

**Classified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2010

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Legislature	0	N/A	N/A	N/A	N/A
Library, State	19	2547	46789.15	134.05	\$2,462.59
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A
Lottery, The Kansas	41	5603.75	115777.09	136.68	\$2,823.83
Mortuary Arts, Board of	2	N/R	N/R	N/R	N/R
Neurological Institute, Kansas	421	66358	1041075.67	157.62	\$2,472.86
Norton Correctional Facility	216	28237.5	481291.23	130.73	\$2,228.20
Nursing, Board of	18	2074	41300.21	115.22	\$2,294.46
Optometry Board of Examiners	1	N/R	N/R	N/R	N/R
Osawatomie State Hospital	375	38265	683672.58	102.04	\$1,823.13
Parole Board, Kansas	0	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	438	57676.75	912668.83	131.68	\$2,083.72
Peace Officers, Std & Trng	0	N/A	N/A	N/A	N/A
Pharmacy, Board of	5	482	11269.73	96.40	\$2,253.95
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Post Audit, Legislative Division of	0	N/A	N/A	N/A	N/A
Racing & Gaming Commission	32	3701.25	80842.08	115.66	\$2,526.32
Rainbow Mental Health Facility	106	10438.25	191842.47	98.47	\$1,809.83
Real Estate Appraisal Board	1	N/R	N/R	N/R	N/R
Real Estate Commission	8	1324.25	22090.64	165.53	\$2,761.33
Regents, Board of	12	1380.75	26559.56	115.06	\$2,213.30
Revenue, Department of	952	129525.5	2499260.65	136.06	\$2,625.27
Revisor of Statutes	0	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	20	2577.5	64865.68	128.88	\$3,243.28
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	2793	383594.5	7298492.17	137.34	\$2,613.14
Tax Appeals, Board of	8	1356.75	22426.91	169.59	\$2,803.36
Technical Professions, State Board of	3	N/R	N/R	N/R	N/R
Technology Enterprise Corp, Kansas	0	N/A	N/A	N/A	N/A
Topeka Correctional Facility	215	25271.5	438666.10	117.54	\$2,040.31
Transportation, Department of	2678	363694	6816675.44	135.81	\$2,545.44
Treasurer, State	10	1297.75	25668.89	129.78	\$2,566.89
University of Kansas	N/R	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/R	N/R	N/R	N/R	N/R
Veteran Affairs, Commission on	253	31083.5	468223.85	122.86	\$1,850.69
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	17	2284.75	61905.05	134.40	\$3,641.47
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	390	46428.75	964480.20	119.05	\$2,473.03
Winfield Correctional Facility	162	21505.25	382492.04	132.75	\$2,361.06
<b>Totals</b>	<b>16,620</b>	<b>2,144,359.99</b>	<b>\$40,796,515.61</b>	<b>129.02</b>	<b>\$2,454.66</b>

**Comments:** Agency Total Dollars was determined by calculating the vacation leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 30, 2010 Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 30, 2010.

**Source:** SHARP (FY 2010); Excludes unclassified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions and for agencies with less than 5 classified employees). "N/A" indicates the number is not available because there is no accurate leave data or the agency does not have classified employees.



**Unclassified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2010

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	N/R	N/R	N/R	N/R
Adjutant General	128	17342.75	313990.56	135.49	\$2,453.05
Administration, Department of	21	2674	97443.31	127.33	\$4,640.16
Administrative Hearings, Office of	1	N/R	N/R	N/R	N/R
Aging, Department of	10	1348	48370.57	134.80	\$4,837.06
Agriculture, Department of	12	1312	41260.49	109.33	\$3,438.37
Animal Health Department	1	N/R	N/R	N/R	N/R
Arts Commission, Kansas	1	N/R	N/R	N/R	N/R
Atchison Juvenile Correctional Facility.	N/A	N/A	N/A	N/A	N/A
Attorney General	76	9676	237194.41	127.32	\$3,120.98
Bank Commissioner, Office of the State	17	2364.75	83243.93	139.10	\$4,896.70
Barbering, Board of	1	N/R	N/R	N/R	N/R
Behavioral Sciences Regulatory Bd	3	N/R	N/R	N/R	N/R
Beloit Juvenile Correctional Facility	NA	N/A	N/A	N/A	N/A
Blind, School for the	53	1501.5	39779.84	28.33	\$750.56
Citizens Utility Ratepayer Bd	5	942	30335.87	188.40	\$6,067.17
Commerce, Department of	11	853	32328.64	77.55	\$2,938.97
Conservation Commission	7	1100.5	34518.53	157.21	\$4,931.22
Corporation Commission	53	7979	247818.02	150.55	\$4,675.81
Corrections, Department of	13	2000	72567.43	153.85	\$5,582.11
Cosmetology, Board of	1	N/R	N/R	N/R	N/R
Credit Unions, Department of	1	N/R	N/R	N/R	N/R
Deaf, School for the	86	430	17132.38	5.00	\$199.21
Dental Board	1	N/R	N/R	N/R	N/R
Education, Department of	25	3826.75	153390.12	153.07	\$6,135.60
El Dorado Correctional Facility	1	N/R	N/R	N/R	N/R
Ellsworth Correctional Facility	0	N/A	N/A	N/A	N/A
Emergency Medical Services	1	N/R	N/R	N/R	N/R
Emporia State University	N/R	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	8	1254	27047.37	156.75	\$3,380.92
Fair, Kansas State	1	N/R	N/R	N/R	N/R
Fire Marshal	2	N/R	N/R	N/R	N/R
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	29	3138.25	81544.98	108.22	\$2,811.90
Healing Arts, State Board of	9	1240.25	38065.65	137.81	\$4,229.52
Health & Environment, Department of	11	1205.5	46570.97	109.59	\$4,233.72
Health Care Stabilization Fund Bd of Gov	11	1325.5	41067.21	120.50	\$3,733.38
Health Policy Authority, Kansas	122	14142.75	352463.31	115.92	\$2,889.04
Highway Patrol	7	872.5	34297.30	124.64	\$4,899.61
Historical Society, Kansas State	1	N/R	N/R	N/R	N/R
Housing Resources Corp, Kansas	NA	N/A	N/A	N/R	N/R
Human Rights Commission, Kansas	1	N/R	N/R	N/R	N/R
Hutchinson Correctional Facility	0	N/A	N/A	N/A	N/A
Indigents Defense Services Board	92	10755	302413.39	116.90	\$3,287.10
Insurance Department	95	12141.75	294315.61	127.81	\$3,098.06
Investigation, Kansas Bureau of	5	480	21140.16	96.00	\$4,228.03
Judicial Branch	1736	198299	3921258.47	114.23	\$2,258.79
Judicial Council	7	897.75	24037.20	128.25	\$3,433.89
Juvenile Correctional Complex	1	N/R	N/R	N/R	N/R
Juvenile Justice Authority	8	1016	36968.12	127.00	\$4,621.02
Kansas Inc	2	N/R	N/R	N/R	N/R
Kansas Public Employees Retirement System	17	2618.5	115895.71	154.03	\$6,817.39
Kansas State University	N/R	N/R	N/R	N/R	N/R
Labor, Department of	29	3357.75	146760.51	115.78	\$5,060.71
Lansing Correctional Facility	1	N/R	N/R	N/R	N/R
Larned Correctional Mental Health Fac.	1	N/R	N/R	N/R	N/R
Larned Juvenile Correctional Facility	2	N/R	N/R	N/R	N/R
Larned State Hospital	21	1562.5	82290.11	74.40	\$3,918.58
Legislative Coordinating Council	11	1589	40090.40	144.45	\$3,644.58
Legislative Research Department	38	3036	89519.20	79.89	\$2,355.77

**Unclassified Employee Vacation Leave Usage by Agency**  
Fiscal Year 2010

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Legislature	30	2015.75	55639.44	67.19	\$1,854.65
Library, State	0	N/A	N/A	N/A	N/A
Lieutenant Governor, Office of the	4	N/R	N/R	N/R	N/R
Lottery, The Kansas	37	5101.5	123856.99	137.88	\$3,347.49
Mortuary Arts, Board of	1	N/R	N/R	N/R	N/R
Neurological Institute, Kansas	3	N/R	N/R	N/R	N/R
Norton Correctional Facility	1	N/R	N/R	N/R	N/R
Nursing, Board of	2	N/R	N/R	N/R	N/R
Optometry Board of Examiners	0	N/A	N/A	N/A	N/A
Osawatomie State Hospital	18	2391	125434.72	132.83	\$6,968.60
Parole Board, Kansas	3	N/R	N/R	N/R	N/R
Parsons State Hospital & Trng Ctr	5	812	39987.66	162.40	\$7,997.53
Peace Officers, Std & Trng	3	457	10604.66	N/R	N/R
Pharmacy, Board of	1	64	2287.24	N/R	N/R
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Post Audit, Legislative Division of	19	2805.5	95264.17	147.66	\$5,013.90
Racing & Gaming Commission	14	1958	64988.54	139.86	\$4,642.04
Rainbow Mental Health Facility	5	712	34142.23	142.40	\$6,828.45
Real Estate Appraisal Board	1	N/R	N/R	N/R	N/R
Real Estate Commission	2	N/R	N/R	N/R	N/R
Regents, Board of	41	7877	271242.52	192.12	\$6,615.67
Revenue, Department of	28	3095.5	104969.37	110.55	\$3,748.91
Revisor of Statutes	28	3353.5	111184.59	119.77	\$3,970.88
Secretary of State	46	5492.5	119394.08	119.40	\$2,595.52
Securities Commissioner, Office of the	10	1200	44813.27	120.00	\$4,481.33
Sentencing Commission, Kansas	6	1239.25	26684.33	206.54	\$4,447.39
Social & Rehabilitation Services, Dept of	29	3940.5	151853.28	135.88	\$5,236.32
Tax Appeals, Board of	10	960	34115.13	96.00	\$3,411.51
Technical Professions, State Board of	2	N/R	N/R	N/R	N/R
Technology Enterprise Corp, Kansas	8	1085.75	28492.75	135.72	\$3,561.59
Topeka Correctional Facility	1	N/R	N/R	N/R	N/R
Transportation, Department of	12	1696.25	72633.20	141.35	\$6,052.77
Treasurer, State	34	3772.5	82020.01	110.96	\$2,412.35
University of Kansas	N/R	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/R	N/R	N/R	N/R	N/R
Veteran Affairs, Commission on	5	540	19115.24	108.00	\$3,823.05
Veterinary Examiners, Board of	3	N/R	N/R	N/R	N/R
Water Office, Kansas	3	N/R	N/R	N/R	N/R
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	8	949	33631.43	118.63	\$4,203.93
Winfield Correctional Facility	0	N/A	N/A	N/A	N/A
<b>Totals</b>	<b>3221</b>	<b>363,800.75</b>	<b>\$8,797,474.62</b>	<b>112.95</b>	<b>\$2,731.29</b>

**Comments:** Agency Total Dollars was determined by calculating the vacation leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per unclassified employee was determined by calculating the vacation leave for each agency and dividing by the total number of unclassified employees in the agency as of June 30, 2010. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 30, 2010

**Source:** SHARP (FY 2010); Excludes classified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions and for agencies with less than 5 unclassified employees). "N/A" indicates the number is not available because there is no accurate leave data or the agency does not have unclassified employees.

**Classified Employee Sick Leave Usage by Agency**  
Fiscal Year 2010

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	N/R	N/R	N/R	N/R
Adjutant General	40	2744.75	\$51,949.12	68.62	\$1,298.73
Administration, Department of	457	36031	\$690,486.54	78.84	\$1,510.91
Administrative Hearings, Office of	8	290	\$5,968.50	36.25	\$746.06
Aging, Department on	144	12214.25	\$253,584.17	84.82	\$1,761.00
Agriculture, Department of	254	19353	\$408,463.03	76.19	\$1,608.12
Animal Health Department	24	2277.5	\$44,196.85	94.90	\$1,841.54
Arts Commission, Kansas	5	439	\$8,514.98	87.80	\$1,703.00
Atchison Juvenile Correctional Fac	N/A	N/A	N/A	N/A	N/A
Attorney General	0	N/A	N/A	N/A	N/A
Bank Commissioner, Office of the State	70	5973.25	\$144,548.02	85.33	\$2,064.97
Barbering, Board of	1	N/R	N/R	N/R	N/R
Behavioral Sciences Regulatory Bd	5	339	\$6,367.77	67.80	\$1,273.55
Beloit Juvenile Correctional Facility	N/A	N/A	N/A	N/A	N/A
Blind, School for the	19	1344.25	\$22,649.34	70.75	\$1,192.07
Citizens Utility Ratepayer Bd	0	N/A	N/A	N/A	N/A
Commerce, Department of	242	17100.49	\$333,429.05	70.66	\$1,377.81
Conservation Commission	4	N/R	N/R	N/R	N/R
Corporation Commission	133	10142	\$204,596.53	76.26	\$1,538.32
Corrections, Department of	269	19563.75	\$373,538.85	72.73	\$1,388.62
Cosmetology, Board of	10	813.5	\$11,666.32	81.35	\$1,166.63
Credit Unions, Department of	12	449	\$10,475.59	37.42	\$872.97
Deaf, School for the	31	2637	\$42,609.70	85.06	\$1,374.51
Dental Board	2	N/R	N/R	N/R	N/R
Education, Department of	142	10162	\$209,028.36	71.56	\$1,472.03
El Dorado Correctional Facility	398	31690.25	\$504,573.00	79.62	\$1,267.77
Ellsworth Correctional Facility	210	14405.5	\$246,387.68	68.60	\$1,173.27
Emergency Medical Services	10	1179.25	\$24,531.53	117.93	\$2,453.15
Emporia State University	N/R	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	0	N/A	N/A	N/A	N/A
Fair, Kansas State	22	938.25	\$14,265.66	42.65	\$648.44
Fire Marshal	45	3274	\$72,579.84	72.76	\$1,612.89
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	0	N/A	N/A	N/A	N/A
Healing Arts, State Board of	29	2561.5	\$46,306.27	88.33	\$1,596.77
Health & Environment, Department of	690	51180	\$1,123,105.98	74.17	\$1,627.69
Health Care Stabilization Fund Bd of Gov	6	416.75	\$6,652.33	69.46	\$1,108.72
Health Policy Authority, Kansas	103	7527	\$152,645.36	73.08	\$1,481.99
Highway Patrol	781	50062.5	\$1,109,221.40	64.10	\$1,420.26
Historical Society, Kansas State	91	5516.5	\$98,553.28	60.62	\$1,083.00
Housing Resources Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Human Rights Commission, Kansas	20	2019.25	\$38,913.55	100.96	\$1,945.68
Hutchinson Correctional Facility	500	36245.5	\$587,920.26	72.49	\$1,175.84
Indigents Defense Services Board	61	4877	\$79,510.28	79.95	\$1,303.45
Insurance Department	16	1910	\$28,081.37	119.38	\$1,755.09
Investigation, Kansas Bureau of	146	9029.5	\$199,375.81	61.85	\$1,365.59
Judicial Branch	0	N/A	N/A	N/A	N/A
Judicial Council	0	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	222	19740.75	\$302,523.87	88.92	\$1,362.72
Juvenile Justice Authority	17	2390.25	\$50,700.01	140.60	\$2,982.35
Kansas Inc	0	N/A	N/A	N/A	N/A
Kansas Public Employees Ret Sys	66	5603.5	\$102,486.08	84.90	\$1,552.82
Kansas State University	N/R	N/R	N/R	N/R	N/R
Labor, Department of	385	32971.97	\$677,580.82	85.64	\$1,759.95
Lansing Correctional Facility	656	56442.25	\$916,777.80	86.04	\$1,397.53
Larned Correctional Mental Health Fac.	163	12062.5	\$191,348.73	74.00	\$1,173.92
Larned Juvenile Correctional Facility	111	7749	\$125,374.25	69.81	\$1,129.50
Larned State Hospital	803	70668.25	\$1,128,538.95	88.01	\$1,405.40
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A	N/A

**Classified Employee Sick Leave Usage by Agency**  
Fiscal Year 2010

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Legislature	0	N/A	N/A	N/A	N/A
Library, State	19	1740.75	\$33,143.65	91.62	\$1,744.40
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A
Lottery, The Kansas	41	2418.25	\$42,771.28	58.98	\$1,043.20
Mortuary Arts, Board of	2	N/R	N/R	N/R	N/R
Neurological Institute, Kansas	421	42614.75	\$635,823.76	101.22	\$1,510.27
Norton Correctional Facility	216	17440.25	\$283,238.53	80.74	\$1,311.29
Nursing, Board of	18	1791.5	\$33,459.78	99.53	\$1,858.88
Optometry Board of Examiners	1	N/R	N/R	N/R	N/R
Osawatomie State Hospital	375	27423.5	\$471,606.37	73.13	\$1,257.62
Parole Board, Kansas	0	N/A	N/A	N/A	N/A
Parsons State Hospital & Trng Ctr	438	42306.75	\$653,832.03	96.59	\$1,492.77
Peace Officers, Std & Trng	0	N/A	N/A	N/A	N/A
Pharmacy, Board of	5	266.25	\$6,405.71	53.25	\$1,281.14
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Post Audit, Legislative Division of	0	N/A	N/A	N/A	N/A
Racing & Gaming Commission, Kansas	32	2675.5	\$56,804.46	83.61	\$1,775.14
Rainbow Mental Health Facility	106	8017.25	\$147,209.30	75.63	\$1,388.77
Real Estate Appraisal Board	1	N/R	N/R	N/R	N/R
Real Estate Commission	8	694.75	\$10,895.87	86.84	\$1,361.98
Regents, Board of	12	1076.5	\$19,065.97	89.71	\$1,588.83
Revenue, Department of	952	80555.25	\$1,492,397.14	84.62	\$1,567.64
Revisor of Statutes	0	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	20	1138.75	\$27,432.36	56.94	\$1,371.62
Sentencing Commission, Kansas	0	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	2793	230353.25	\$4,224,931.87	82.48	\$1,512.69
Tax Appeals, Board of	8	832.25	\$14,603.16	104.03	\$1,825.40
Technical Professions, State Board of	3	N/R	N/R	N/R	N/R
Technology Enterprise Corp, Kansas	0	N/A	N/A	N/A	N/A
Topeka Correctional Facility	215	15707	\$259,250.97	73.06	\$1,205.82
Transportation, Department of	2678	223028.25	\$3,991,939.84	83.28	\$1,490.64
Treasurer, State	10	489	\$9,268.56	48.90	\$926.86
University of Kansas	N/R	N/R	N/R	N/R	N/R
University of Kansas Medical Center	N/R	N/R	N/R	N/R	N/R
Veteran Affairs, Commission on	253	24103.75	\$359,257.79	95.27	\$1,419.99
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	17	1462	\$38,148.31	86.00	\$2,244.02
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife & Parks, Department of	390	21115.75	\$419,137.46	54.14	\$1,074.71
Winfield Correctional Facility	162	15164	\$256,125.69	93.60	\$1,581.02
<b>Totals</b>	<b>16,620</b>	<b>1,334,750.21</b>	<b>\$24,136,776.69</b>	<b>80.31</b>	<b>\$1,452.27</b>

**Comments:** Agency Total Dollars was determined by calculating the sick leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per classified employee was determined by calculating the sick leave for each agency and dividing by the total number of classified employees in the agency as of June 2010. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 2010

**Source:** SHARP (FY 2010); Excludes unclassified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions and for agencies with less than 5 classified employees). "N/A" indicates the number is not applicable because there is no accurate leave data or the agency does not have classified employees.

**Unclassified Employee Sick Leave Usage by Agency**  
Fiscal Year 2010

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	N/R	N/R	N/R	N/R
Adjutant General	128	11752.25	\$204,171.99	91.81	\$1,595.09
Administration, Department of	21	892.00	\$29,920.80	42.48	\$1,424.80
Administrative Hearings, Office of	1	N/R	N/R	N/R	N/R
Aging, Department on	10	388.00	\$11,773.30	38.80	\$1,177.33
Agriculture, Department of	12	890.50	\$24,963.30	74.21	\$2,080.28
Animal Health Department	1	N/R	N/R	N/R	N/R
Arts Commission, Kansas	1	N/R	N/R	N/R	N/R
Atchison Juvenile Correctional Facility	N/A	N/A	N/A	N/A	N/A
Attorney General	76	6089.75	\$147,228.34	80.13	\$1,937.22
Bank Commissioner, Office of the State	17	1054.00	\$36,291.98	62.00	\$2,134.82
Barbering, Board of	1	N/R	N/R	N/R	N/R
Behavioral Sciences Regulatory Bd	3	N/R	N/R	N/R	N/R
Beloit Juvenile Correctional Facility	N/A	N/A	N/A	N/A	N/A
Blind, School for the	53	3425.75	\$72,167.65	64.64	\$1,361.65
Citizen's Utility Ratepayer Board	5	466.75	\$14,666.22	93.35	\$2,933.24
Commerce, Department of	11	365.50	\$11,708.16	33.23	\$1,064.38
Conservation Commission	7	500.00	\$15,550.68	71.43	\$2,221.53
Corporation Commission	53	4044.75	\$114,896.91	76.32	\$2,167.87
Corrections, Department of	13	632.00	\$20,769.37	48.62	\$1,597.64
Cosmetology, Board of	1	N/R	N/R	N/R	N/R
Credit Unions, Department of	1	N/R	N/R	N/R	N/R
Deaf, School for the	86	4949.50	\$113,865.29	57.55	\$1,324.02
Dental Board	1	N/R	N/R	N/R	N/R
Education, Department of	25	1564.50	\$59,601.66	62.58	\$2,384.07
El Dorado Correctional Facility	1	N/R	N/R	N/R	N/R
Ellsworth Correctional Facility	0	N/A	N/A	N/A	N/A
Emergency Medical Services	1	N/R	N/R	N/R	N/R
Emporia State University	N/R	N/R	N/R	N/R	N/R
Ethics Commission, Kansas Gov	8	396.00	\$7,287.39	49.50	\$910.92
Fair, Kansas State	1	N/R	N/R	N/R	N/R
Fire Marshal	2	N/R	N/R	N/R	N/R
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	29	1455.75	\$31,826.37	50.20	\$1,097.46
Healing Arts, State Board of	9	751.00	\$19,612.13	83.44	\$2,179.13
Health & Environment, Department of	11	540.00	\$20,698.50	49.09	\$1,881.68
Health Care Stabilization Fund Bd of Gov	11	786.00	\$22,494.27	71.45	\$2,044.93
Health Policy Authority, Kansas	122	9203.75	\$212,865.30	75.44	\$1,744.80
Highway Patrol	7	248.00	\$9,527.81	35.43	\$1,361.12
Historical Society, Kansas State	1	N/R	N/R	N/R	N/R
Housing Resources Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Human Rights Commission, Kansas	1	N/R	N/R	N/R	N/R
Hutchinson Correctional Facility	0	N/A	N/A	N/A	N/A
Indigents Defense Services Board	92	5770.00	\$155,088.78	62.72	\$1,685.75
Insurance Department	95	7785.00	\$189,928.57	81.95	\$1,999.25
Investigation, Kansas Bureau of	5	84.00	\$3,836.00	16.80	\$767.20
Judicial Branch	1736	112390.75	\$2,121,680.01	64.74	\$1,222.17
Judicial Council	7	619.75	\$14,117.66	88.54	\$2,016.81
Juvenile Correctional Complex	1	N/R	N/R	N/R	N/R
Juvenile Justice Authority	8	204.00	\$6,725.72	25.50	\$840.72
Kansas Inc	2	N/R	N/R	N/R	N/R
Kansas Public Employees Ret Sys	17	1337.00	\$49,509.97	78.65	\$2,912.35
Kansas State University	N/R	N/R	N/R	N/R	N/R
Labor, Department of	29	1688.50	\$75,077.60	58.22	\$2,588.88
Lansing Correctional Facility	1	N/R	N/R	N/R	N/R
Larned Correctional Mental Health Fac.	1	N/R	N/R	N/R	N/R
Larned Juvenile Correctional Facility	2	N/R	N/R	N/R	N/R
Larned State Hospital	21	543.25	\$27,630.99	25.87	\$1,315.76
Legislative Coordinating Council	11	391.00	\$9,439.70	35.55	\$858.15
Legislative Research Department	38	2796.00	\$82,092.71	73.58	\$2,160.33

**Unclassified Employee Sick Leave Usage by Agency**  
Fiscal Year 2010

Agency Name	Number of Employees	Hours	Agency Total		Average Per Employee	
			Dollars	Hours	Dollars	Dollars
Legislature	30	1052.50	\$26,052.78	35.08		\$868.43
Library, State	0	N/A	N/A	N/A		N/A
Lieutenant Governor, Office of the	4	N/R	N/R	N/R		N/R
Lottery, The Kansas	37	2589.00	\$52,582.58	69.97		\$1,421.15
Mortuary Arts, Board of	1	N/R	N/R	N/R		N/R
Neurological Institute, Kansas	3	N/R	N/R	N/R		N/R
Norton Correctional Facility	1	N/R	N/R	N/R		N/R
Nursing, Board of	2	N/R	N/R	N/R		N/R
Optometry Board of Examiners	0	N/A	N/A	N/A		N/A
Osawatomie State Hospital	18	1509.00	\$75,064.21	83.83		\$4,170.23
Parole Board, Kansas	3	N/R	N/R	N/R		N/R
Parsons State Hospital & Trng Ctr	5	176.00	\$5,147.75	35.20		\$1,029.55
Peace Officers, Std & Trng	3	N/R	N/R	N/R		N/R
Pharmacy, Board of	1	N/R	N/R	N/R		N/R
Pittsburg State University	N/R	N/R	N/R	N/R		N/R
Post Audit, Legislative Division of	19	1662.50	\$54,767.80	87.50		\$2,882.52
Racing & Gaming Commission, Kansas	14	1430.25	\$51,911.12	102.16		\$3,707.94
Rainbow Mental Health Facility	5	356.00	\$16,663.84	71.20		\$3,332.77
Real Estate Appraisal Board	1	N/R	N/R	N/R		N/R
Real Estate Commission	2	N/R	N/R	N/R		N/R
Regents, Board of	41	3042.00	\$97,743.65	74.20		\$2,383.99
Revenue, Department of	28	1765.50	\$53,651.39	63.05		\$1,916.12
Revisor of Statutes	28	2111.75	\$65,291.08	75.42		\$2,331.82
Secretary of State	46	3724.25	\$75,335.43	80.96		\$1,637.73
Securities Commissioner, Office of the	10	720.00	\$25,833.67	72.00		\$2,583.37
Sentencing Commission, Kansas	6	863.00	\$16,340.67	143.83		\$2,723.45
Social & Rehabilitation Services, Dept of	29	1407.00	\$48,711.92	48.52		\$1,679.72
Tax Appeals, Board of	10	508.00	\$17,090.10	50.80		\$1,709.01
Technical Professions, State Board of	2	N/R	N/R	N/R		N/R
Technology Enterprise Corp, Kansas	8	373.75	\$8,883.74	46.72		\$1,110.47
Topeka Correctional Facility	1	N/R	N/R	N/R		N/R
Transportation, Department of	12	563.50	\$23,639.59	46.96		\$1,969.97
Treasurer, State	34	2121.75	\$41,218.76	62.40		\$1,212.32
University of Kansas	N/R	N/R	N/R	N/R		N/R
University of Kansas Medical Center	N/R	N/R	N/R	N/R		N/R
Veteran Affairs, Commission on	5	284.00	\$9,273.53	56.80		\$1,854.71
Veterinary Examiners, Board of	3	N/R	N/R	N/R		N/R
Water Office, Kansas	3	N/R	N/R	N/R		N/R
Wichita State University	N/R	N/R	N/R	N/R		N/R
Wildlife & Parks, Department of	8	412.00	\$13,416.68	51.50		\$1,677.09
Winfield Correctional Facility	0	N/A	N/A	N/A		N/A
<b>Total</b>	<b>3221</b>	<b>210676.75</b>	<b>\$4,715,635.42</b>	<b>65.41</b>		<b>\$1,464.03</b>

**Comments:** Agency Total Dollars was determined by calculating the sick leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per unclassified employee was determined by calculating the sick leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2010. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 2010.

**Source:** SHARP (FY 2010); Excludes classified, temporary and student employees. "N/R" indicates leave was not reported (for Regent's institutions and for agencies with less than 5 unclassified employees). "N/A" indicates the number is not applicable because there is no accurate leave data or the agency does not have unclassified employees.

## **Glossary**

**Agency:** a unit of state government assigned a unique department identification number.

**Classified Service:** all positions in the state service, except those which are specifically placed in the unclassified service by K.S.A. 75-2935, as amended or other sections of the statutes.

**Demotion:** the movement of an employee from a position in one class to a position in another class having a lower pay grade, either on an involuntary basis for disciplinary purposes or on a voluntary basis.

**Fiscal Year:** the time period from July 1, to June 30.

**Full-Time Equivalency (FTE):** a unit of measurement equivalent to one full-time position.

**K.A.R.:** Kansas Administrative Regulation

**K.S.A.:** Kansas Statutes Annotated

**Length of Service:** total time working in the classified or unclassified service with certain exclusions per K.A.R. 1-2-46.

**Pay Grade:** a salary and wage range in the pay plan prepared by the Director of Personnel Services as required by K.S.A. 75-2938.

**Promotion:** a change of employment from a position in one class to a position in another class having a higher pay grade, by an employee who meets the required selection criteria for promotion.

**SHARP:** Statewide Human Resource and Payroll system implemented in December 1995.

**Student Position:** a position filled by a student at a Regents institution.

**Temporary Position (classified service):** a position, which is limited to not more than 999 hours of employment in a 12-month period. Temporary positions do not affect the position limitation of an agency.

**Temporary Position (unclassified service):** a position filled by a person temporarily or designated by a legislative committee or commission or other competent authority to make or conduct a special inquiry, investigation, examination or installation (K.S.A. 75-2935).

**Transfer:** a change by an employee from one position with a close similarity of duties, essentially the same basic qualifications, and the same pay grade.

**Unclassified Service:** position specifically designated as unclassified by K.S.A. 75-2935, as amended or other section of the statute or as designated in the agency's enabling statute.

**Classified Service - Executive Branch Position Reference Table**

	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
<b>POSITION</b>				
Counts Toward FTE	Yes	Yes	0	No
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A
<b>EMPLOYEE MOVEMENT</b>				
Promotion and Transfer	Yes	Yes	Yes	Yes
Suspension and Demotion	Yes	Yes	No	No
Layoff Alternatives	Yes	Yes	No	No
Dismissal	Yes	Yes	Yes	Yes
<b>SELECTION</b>				
Selection Process	Civil Service Procedure	Civil Service Procedure	Agency Discretion	Agency Discretion
Meets MQ	Yes	Yes	Yes	Yes
Eligibility Pools Considered?	Yes	Yes	Agency Discretion	Agency Discretion
Compete with Others	Yes	Yes	Agency Discretion	Agency Discretion
<b>COMPENSATION</b>				
Hour Limitations	None	Below 100%	999 Hours in 12 Months	999 Hours in 12 Months
Probationary Period	Yes	Yes	No	No
Pay	Pay Matrix	Pay Matrix	K.A.R. 1-5-9	K.A.R. 1-5-9
Step Movement	Yes	Yes	No	No
Longevity Bonus	Eligibility changes effective 6/15/08. See statute for details	Eligibility changes effective 6/15/08. See statute for details	No	No
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Yes	Yes	No	No
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	No	No
KPERS (Retirement System)	Yes	Yes	No	No
Sick Leave	Yes	Prorated Basis	No	No
Vacation Leave	Yes	Prorated Basis	No	No
Holiday Credit/Discretionary Day Deferred	Yes	Possible Credit <sup>2</sup>	No	No
Compensation/TSA	Yes	Yes	Yes	Yes
Shared Leave	Yes	Yes	No	No
Flexible Spending Account	Yes	Yes	No	No



## Unclassified Service - Executive Branch Position Reference Table

	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
<b>POSITION</b>				
Counts Toward FTE	Yes	Yes	No	No
Statutory Authority	K.S.A. 75-2935 or Agency Statutes	K.S.A. 75-2935 or Agency Statutes	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)
<b>EMPLOYEE MOVEMENT</b>				
Promotion and Transfer	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Suspension and Demotion	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Layoff Alternatives	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
Dismissal	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
<b>SELECTION</b>				
Selection Process	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval
Meets MQ	N/A	N/A	N/A	N/A
Eligibility Pools Considered?	N/A	N/A	N/A	N/A
Compete with Others	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion
<b>COMPENSATION</b>				
Hour Limitations	None	None	None	None
Probationary Period	Optional	Optional	Optional	Optional
Pay	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval
Pay Increases	Yes	Yes	Yes	Yes
Longevity Bonus	Position Specific	Position Specific	Position Specific	Position Specific
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Typically Yes	Typically Yes	Position Specific	Position Specific
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	Position Specific	Position Specific
KPERS Retirement System	Yes	Yes	Position Specific	Position Specific
Sick Leave	Yes	Prorated Basis	Position Specific	Position Specific
Vacation Leave	Yes	Prorated Basis	Position Specific	Position Specific
Holiday Credit/ Discretionary Day	Yes	Position Specific <sup>2</sup>	Position Specific	Position Specific
Deferred Compensation/TSA	Yes	Yes	Position Specific	Position Specific
Shared Leave	Yes	Yes	Position Specific	Position Specific
Flexible Spending Account	Yes	Yes	Position Specific	Position Specific

<sup>1</sup>For employees who work 1,000 or more.

<sup>2</sup> Employees on a regular schedule receive holiday credit equal to their work time when a holiday falls within their regular work schedule. Employees on an irregular schedule do not receive holiday credit.